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Director warns MPs of layoffs

Pits and jobs threatened in huge coal cuts

By ROSS TIEMAN, INDUSTRIAL CORRESPONDENT

FOUR out of five British coal mines will be closed and three-quarters of the miners will be sacked if the present energy policy is continued, MPs were told yesterday.

Malcolm Edwards, the commercial director of the British Coal Corporation, warned MPs that the number of coal mines is likely to fall from 52 to just 12 or 14 by 1996, unless the government intervenes.

The cutsbacks would mean the loss of more than 35,000 of British Coal's remaining 48,000 jobs. The industry has already laid off more than 120,000 miners since the end of the year-long pit strike in March 1985.

The warning, which emerged in evidence to the Commons energy select committee, is the first public confirmation from a British Coal director that further massive closures and job losses are likely. The committee called Mr Edwards to give evidence even though Neil Clarke,

British Coal's chairman, has removed him from his duties and is seeking his departure from the corporation after internal disagreements over strategy.

British Coal later issued a statement supporting Mr Edwards's warning. However, it insisted: "The number of pits that can be retained will clearly depend on the terms of the next coal contracts. British Coal remains confident that the number will remain considerably greater than the gloomier recent predictions suggest."

British Coal has, in the past, refused to confirm forecasts by N M Rothschild, the merchant bank which advised the government on the privatisation of the coal industry, that only 14 mines would remain open.

Both Labour and Conservative committee members said they were "astonished and concerned" that Mr Edwards was not involved in key contract negotiations with British Coal's biggest customers, National Power and PowerGen, the electricity generating companies.

In the Commons yesterday, Frank Dobson, the shadow energy secretary, described the government's coal industry policy as "half-baked, short-sighted and ridiculous". Terry Patches, Labour MP for Barnsley East, said: "This is very worrying for constituencies like mine, which rely so much on the industry. These words by Mr Edwards have borne out our very worst fears."

Mr Edwards said that the privatisation of the electricity generating industry would mean that sales of coal for power generation by 1996 would fall by 36 million tonnes, a 50 per cent drop, as new gas-fired power stations were built.

He said flaws in the structure of the power privatisation had resulted in a "dash

for gas" even though electricity from gas-fired plants would cost more. The higher power costs would be passed on to the consumer.

Mr Edwards said rising power prices would cause energy intensive industries, such as chemicals, industrial gases, and steel, to migrate overseas. If that happened, Britain would also lose many industries that relied on the primary producers.

British Coal would also find part of its market taken by low-cost imports, Mr Edwards predicted. That message was driven home by reports that National Power and PowerGen yesterday that they are close to signing a long-awaited £150 million contract to build a terminal at Immingham, Humberside, which will have the capacity to import 12 million tonnes of coal a year.

Mr Edwards also said that the use of gas plants, and the expected extension of the lives of many of Britain's subsidised state-owned nuclear power stations, would shut British Coal out of much of the fuel market.

Gerrard McCloskey, a consultant who advised the committee at an earlier hearing, said yesterday that he agreed with Mr Edwards's assessment. "His evidence was unassailable by any rancour over his difficult position at British Coal," Mr McCloskey said.

Labour MPs reacted angrily in the Commons to the Immingham plans. Kevin Barron, the party's energy spokesman, said: "This is a further threat to the British coalfields."

He claimed that Parliament had been misled by an adviser to Associated British Ports, the power companies' partner in the project, during the passage of enabling legislation for development of the terminal.

Search for a future, page 21

Abortion issue may go to referendum

By EDWARD GORMAN, IRELAND CORRESPONDENT

IRISH opposition politicians were predicting last night that the government would be forced into an early constitutional referendum on the abortion controversy. A separate referendum on the Maastricht treaty already scheduled for June will make subsequent change impossible.

Sources in the Labour party and in the Progressive Democrats, the junior coalition partners, pointed out that the Maastricht referendum will have the effect of endorsing once again the pro-life clause inserted into the Irish constitution in 1983.

The language in that clause has been demonstrated to be highly unsatisfactory following the first test case of it this week which found that a 14-year-old rape victim could not travel to Britain to have an abortion. During the negotiations leading up to Decem-



ber's Maastricht summit, Ireland secured a special protocol protecting its right-to-life clause from new EC social legislation.

A senior source in the Pro-Continued on page 16, col 1

Army of dissidents, page 6



Glad all over: Sara Keays leaving the High Court yesterday after winning her two-week libel action

Keays wins £105,000 victory

By MICHAEL HORNSWELL

SARA Keays, the former mistress of Cecil Parkinson, was yesterday awarded £105,000 in damages over a magazine article which she claimed portrayed her as a kiss-and-tell bimbo who tried to make money with revelations about her affair with the former Conservative party chairman.

Miss Keays, aged 44, kissed her solicitor, John Mannell, on the cheek and beamed when the High Court libel jury of nine men and three women announced its verdict after deliberations lasting four and a quarter hours. The hearing had lasted two weeks.

After the verdict, Miss Keays said: "I am very relieved and glad it's all over. I have answered a lot of questions over the last two weeks and I don't want to answer any more. That is the end of it, that is the verdict and that's it."

Mr Mannell said last night: "The jury's verdict speaks for itself and the amount of damages awarded is a complete vindication of Miss Keays. It was a sensible award."

Miss Keays, who lives with Flora, her eight-year-old daughter by Mr Parkinson, at Marksbury, Bath, had sued over references to her in an article headed "Laughing all the way to the bank", an expose of the so-called kiss-and-tell industry, in an 1989 issue of *New Woman* magazine. She claimed damages against the then publishers Murdoch Magazines (UK) Ltd, and Frankie McGowan, the editor, who now face costs of up to £200,000.

Referring to a remark once made by the editor of *Private Eye* when he lost a libel case, Miss McGowan said: "If Ian Hislop thought when he went down that 'if this is justice Continued on page 16, col 3

Shaken Bush rolls up his sleeves for battle

FROM MARTIN FLETCHER IN CONCORD, NEW HAMPSHIRE

PRESIDENT Bush, shaken by Patrick Buchanan's stunning performance in Tuesday's New Hampshire primary, yesterday signalled a radical change of course in his re-election campaign.

He is abandoning the "Rose Garden" strategy of remaining above the fray and will instead be out campaigning almost every day between now and the key southern primaries on Super Tuesday, March 10. The White House is also planning direct attacks on Mr Buchanan's "America First" stance and his Gulf war opposition instead of resolutely ignoring him.

New Hampshire, which rescued Mr Bush's faltering 1988 campaign, severely rebuked him this time, giving Mr Buchanan 40 per cent of the Republican vote compared to 58 for the president. Officials spoke of sheer panic when early results showed them almost level-pegging.

The president, arriving in Tennessee for the start of the offensive yesterday, declared himself ready to "roll up my sleeves and go after" Mr Buchanan. "We are going to take this guy on in every single state," he said.

In the Democratic contest, Paul Tsongas, offering the electorate economic castor oil, won a famous underdog's victory with 34 per cent of the

vote, but Bill Clinton came a respectable second with 26 per cent, in spite of allegations of adultery and draft-dodging. Mr Tsongas won strong support from centrist independents and said his victory would send a strong message to both Washington and the Democratic party about the need for pro-business economic realism.

Mr Clinton, the Arkansas governor, calling himself the "comeback kid", declared that his campaign was back on track, and he now moves to more favourable contests in the south.

Presidential "spin doctors" at the best face on the New Hampshire result, arguing that a victory was a victory and that Mr Buchanan lacks the appeal or organisation to perform beyond a state suffering a uniquely deep recession. But Mr Bush acknowledged that his conservative challenger had reaped a harvest of discontent and that he had been sent a message of dissatisfaction.

William Bennett, Mr Bush's former drug czar and a leading Republican, said the result was less a "wake-up call" than "Big Ben falling on your head". Mr Buchanan said he would fight all states, and that his "little rebellion" had become a "fully-fledged American revolution" to take

back the Republican party and the country. The headline figures concealed more bad news for Mr Bush. Exit polls showed Mr Buchanan enjoyed strongest support among blue-collar conservative men, the key element of the Republican coalition that carried both Ronald Reagan and Mr Bush to the White House.

Mr Bush remains the strong favourite to win back the White House, but no post-war president whose challenger has won more than 35 per cent in New Hampshire has gone on to win re-election.

Poll upset, page 10
Bible belt prophet, page 12
Leading article, page 13

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TODAY IN THE TIMES
READING THE RIGHT STUFF



What the experts say are essential works for today's educated reader
Life & Times
Page 1

HONOUR IS SATISFIED



A soldier duelled at dawn in defence of his field marshal
Diary, Page 12

OSCARS IN THE OFFING



Tinseltown fired the gun on one of the most open Academy Awards
Pages 10 and 12

Scottish Tories' prophet of doom resigns

By SHEILA GUNN
POLITICAL CORRESPONDENT

THE Scottish Tories' head of information has resigned within days of warning the leadership that the party stands no chance of winning more than 30 per cent of the vote in Scotland by 1996.

In a private briefing paper obtained by *The Times*, Brian Townsend told the Scottish party chairman Lord Sanderson of Bowden that the Tories would never regain the 50 per cent of the Scottish vote they enjoyed in the hey-days of the mid-1950s. The most they could hope for, he said, would be to achieve 30 per cent of the vote in four years if they adopted his strategy of wooing the Scots rather than accusing them of whingeing.

Mr Townsend, who twice stood for Parliament, resigned last Thursday "by mutual agreement", amid speculation about a dispute with Lord Sanderson,

after only seven months in office. His paper on the long-term decline of the Conservative vote in Scotland was dated January 29.

The disclosure of his advice to the party hierarchy comes as John Major prepares to visit Scotland on Saturday to tell voters that anything less than the status quo would put Scotland on the slippery slope towards splitting the United Kingdom.

Mr Major is also planning an overnight visit to Scotland during the first week of the general election campaign. In addition a posse of Cabinet ministers, including Michael Heseltine, Douglas Hurd, Kenneth Baker and John MacGregor, will venture north of the border in the coming weeks to sell the "union or bust" line.

The Conservatives are now the third party in Scotland, holding only nine out of the 72 seats. Tory support of 24 per cent in the 1987 general election had

fallen as low as 18 per cent in this parliament and now hovers around the mid-20 mark.

Mr Townsend told Lord Sanderson that the growing disenchantment between England and Scotland had been made worse by "a singular lack of sensitivity" about Scottish matters by some English Tory backbenchers, and even ministers.

"We have got to get ministers and MPs to adopt the kind of constructive, conciliatory line that John Major has used so effectively in the past," he said.

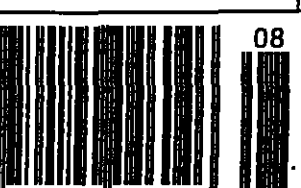
His resignation came on the same day that the Foreign Office minister Tristan Garel-Jones astonished British MEPs in Strasbourg by commenting that the Scots were "over-subsidised and over-represented" and talked of "pouring subsidies down the throats of the Celts".

Political notebook, page 8



Townsend: party must change its ways

Births, marriages, deaths	14
Crossword	16
Letters	13
Law Report	26
Obituaries	15
Parliament	8
Sport	26-30
Weather	16
LIFE & TIMES	
Arts	2-3
Books	4-5
Concise Crossword	20
TV & radio	19



1X

Americans deport IRA killer after lengthy fight

FROM JAMES BONE IN NEW YORK

JOSEPH Doherty, the escaped IRA killer who fought a nine-year legal battle to stay in the United States was under British jurisdiction last night after being deported to Northern Ireland.

His return to serve a life sentence for killing an SAS captain marked a success for the British authorities who face a longer struggle to counter his high profile in America which helped to persuade some US citizens that the IRA was fighting a legitimate nationalist struggle.

As Doherty, aged 36, left last night, supporters in the

Irish-American community said they were angry that he had been deported while efforts continued to allow him to stay.

After exhausting his legal appeals last month, some 100 Congressmen petitioned the US attorney-general to grant him a hearing on his request for political asylum. Stephen Somers, Doherty's lawyer, said that to deport him while there were still objections from the Congressmen amounted to "the height of arrogance".

Britain had sought Doherty's return from the United States since he was arrested while working as a barman at Clancy's Irish bar on Manhattan's East Side in 1983. The Reagan and Bush administrations took Britain's side, but the courts and Congress helped Doherty today.

He was convicted for the murder of Captain Herbert Westmacott, a member of an SAS squad that surprised a four-man IRA team which had taken over a house in north Belfast in 1981 to ambush security forces.

Captain Westmacott was hit by machinegun fire and Doherty was apprehended. Soon after his arrest, however, he escaped from Cramlin Road jail in Belfast and fled to the United States with false papers. A Belfast court tried him in absentia and sentenced him to life imprisonment for murder.

After being re-arrested in New York, Doherty pursued tortuous legal appeals from his jail cell against extradition. He came to the end of the road last month when the US Supreme Court ruled that the US attorney general had acted lawfully in refusing him a hearing on his request for political asylum in the United States.

Catholic shot in Belfast

A ROMAN Catholic man was shot outside a shop in north Belfast yesterday. Police said that the man aged 35 was shot once in the back and was undergoing surgery.

The attack in Greencastle, is thought to have been carried out by loyalists, possibly in retaliation for the murder of a short distance away on Monday of Andrew Johnston, a Protestant, aged 17, by the Irish People's Liberation Organisation.

A bomb exploded in a central Belfast store yesterday. Police said that a warning was given, the store was evacuated and no one was reported injured.

Raymond Elder, aged 28, of Belfast, was remanded in custody yesterday, accused of murdering the five Catholics shot dead at Sean Graham's betting office in the city on February 5.



Running the gauntlet: Catherine Hughes, Somerville's principal, right, braves the wrath of those opposing the admission of men

Somerville fights to keep out men

BY JOHN O'LEARY, EDUCATION CORRESPONDENT

THE students of Somerville College, Oxford, were last night digging in their heels in the best traditions of their most illustrious predecessor, Margaret Thatcher, still trying to prevent the admission of men.

Refusing to give in gracefully after the college governors confirmed the end of 113 years of single-sex education, the junior common room threatened to sue. The students claim that the switch to a mixed intake amounts to a breach of contract.

College governors were greeted by a 150 strong band of banner-waving students as they arrived for a two-hour meeting behind closed doors. They heard an emotional appeal from three students to overturn last month's vote for co-education, but rejected the

plea. If the decision is confirmed by the university, St Hilda's will be the only women's college at Oxford by the autumn.

Suz Parker, the JCR president said: "It is very disappointing but we expected this to happen. The fight isn't finished yet. We feel that Somerville should remain a single sex institution for at least another ten years."

The students had tried to prevent the vote taking place by appealing to Lord Jenkins, the university chancellor, to intervene. They argued unsuccessfully that the college was in breach of its charter, and had not consulted sufficiently about the proposal.

Deborah Sherry, a 27-year-old law student, said that the JCR now planned to sue for breach of contract instead.

Tight-lipped Maxwells to be reported to Commons

BY JILL SHERMAN, POLITICAL CORRESPONDENT

THE Maxwell brothers are to be reported to the House of Commons for failing to answer written questions on how hundreds of millions of pounds were siphoned off from the Mirror Group Newspapers pension fund.

MPs will then have to decide whether Ian and Kevin Maxwell should be held in contempt of parliament and called before the Commons privileges committee or be penalised in some other way.

Solicitors for both brothers wrote to the Commons social security committee this week refusing to answer the 70 questions that they were sent last week.

The solicitors said that the brothers had a right to maintain their silence to avoid the risk of prejudicing their position before possible court proceedings, the argument that they had given MPs when the brothers stonewalled the committee at a public hearing last month.

Last month, both solicitors said that their clients would be willing to answer written questions if the answers were not made public. This week, the lawyers said that they would not answer the MPs' questionnaire because the committee had made clear that it would publish the replies.

Yesterday, Frank Field, the committee chairman said that it would go ahead with its main report on the ownership and management of pension funds, which would be published in about two weeks' time. It will send a separate

report to the House on the Maxwells' behaviour.

The report, which should reach the House before an election is called, will also give recommendations on what action parliament should take over the brothers.

The committee will also publish written answers from the other Mirror Group trustees, who have co-operated with the committee and returned the questionnaire.

Mr Field said that he was "disappointed" at the brothers' decision. Their behaviour was an "irritant" but should not be allowed to hold up the committee's main report.

The committee will meet in private on Monday to discuss the draft of its main report and its recommendations about the Maxwells.

Colleges threaten boycott

Universities and polytechnics are preparing a boycott of the government's scheme to transfer teacher training courses to schools in September (John O'Leary writes).

Kenneth Clarke, the education secretary, has proposed that at least a third of postgraduate courses for secondary school teachers should be reformed this year. Academics running the courses want to delay the process by a year, and phase in the change more gradually.

Teacher training departments were incensed to receive a request from their funding councils to bid for money to redesign courses when the proposals were still subject to consultation. The deadline for bids will expire before submissions are required on the government's scheme. Students have already been recruited for many of the postgraduate courses affected.

Hill re-admitted

Benny Hill the comedian has been re-admitted to hospital for tests, five hours after being released following treatment for a suspected heart attack. Mr Hill, aged 67, of Teddington, southwest London, was under observation at the Royal Brompton hospital in London last night. Doctors said that there was no immediate cause for concern and they expected to discharge him soon.

Rape charge

A licensed taxi driver accused of rape was remanded in custody for a week by Horseferry road magistrates' court, central London, yesterday, Frank Welton, aged 25, of Camden, north London, is charged with raping a woman aged 22 in his black cab early on Monday.

CORRECTION

A picture caption yesterday said that the Princess of Wales was attending a film premiere in aid of the National Aids Trust, of which she is patron. The performance was in fact for the AIDS Crisis Trust, a private charity.

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A BREATH OF FRESH AIR.

Jurors see pictures of man fleeing car after being forced to drive with shotgun held to his head

Jury shown TV film of hostage ordeal

BY RICHARD DUCE

TELEVISION pictures of a 30-hour ordeal endured by a man who is alleged to have been kidnapped after being forced to drive his car around south Wales at gunpoint were shown to a jury yesterday.

Roger Amos kidnapped his estranged wife's lover, Donald Stewart, and when he was finally surrounded by police outside a hotel he tried to shoot him in the back of the head, Newport crown court was told. Mr Stewart survived because he was holding a car telephone at the time of the shot, which hit him in his hand, Stephen Hopkins, QC, said.

Mr Amos, aged 41, of Newport, denies attempted murder, kidnapping Mr Stewart and unlawfully possessing a shotgun with intent to endanger life in July last year. He has pleaded guilty to two charges of arson at property belonging to his relatives and shortening a shotgun to less than its permitted length.

A video compiled from police and television news film of the siege was shown to the jury. Mr Hopkins told them that Mr Stewart, aged 40, was seized at gunpoint outside his home in Newport and forced to drive his Ford Granada car to Cardiff. Mr Amos was armed with a sawn-off shotgun, ammunition, a crossbow and bolts.

The jury was told that Mr Stewart had been taken captive because of a domestic dispute involving Mr Amos. Mr Stewart, the lover of Mr Amos's estranged wife, was forced to drive for several

hours across south-east Wales after Mr Amos had alerted police to what he was doing. Police cars shadowed them. The car stopped outside the King's Hotel, Newport, and was surrounded by armed officers while negotiations took place using a phone line placed in the car.

Although Mr Amos had agreed to surrender peacefully, Mr Hopkins said: "He had one final act to perpetrate. Having given everybody the impression that he intended to surrender peacefully, he discharged the gun. The prosecution says he made as if to hand the shotgun to Mr Stewart, but he deliberately discharged it at the man he had kidnapped."

Mr Hopkins said that it was by chance that Mr Stewart was holding a telephone to his ear, otherwise the shot would have hit the back of his head.

Mr Hopkins said Mr Amos then propelled himself from the car, throwing himself to the ground and pretending to "play dead" so that police marksmen would not fire at him. At first, armed officers believed he had turned the gun on himself.

Before kidnapping Mr Stewart, Mr Amos had left prepared petrol bombs at a house and garage in Newport owned by relatives. At the garage, Mr Stewart was forced to light a trail of paint-thinners leading to the device, Mr Hopkins said.

The jury also heard that Mr Stewart tried to escape on foot, but Mr Amos drove after him and caught him.

A noose was tied around his head and threaded through the car headrest.

With Mr Amos sitting in the back seat, the shotgun was taped to Mr Stewart's head, Mr Hopkins said. "The defendant could at all times maintain his aim at the back of Mr Stewart's head. Mr Stewart was very frightened and tried to reason with the defendant - but he was not capable of being reasoned with."

After his arrest, Mr Hopkins said, Mr Amos told police he had kept the shotgun in view "because I wanted to stop anyone being a hero and shooting me".

Later, Mr Stewart told the court how he was shot as the siege ended. He said that Mr Amos was sitting in the back seat and cried as he spoke to a relative over the car-phone, whom he told he would have to "go away for a few years".

Mr Stewart said that the phone later rang and he answered it as his captor smoked a cigar before his planned surrender. He said: "I picked the phone up and explained the situation to the police negotiator that Mr Amos was getting out of the back of the car."

"He then told me, 'Take the gun, I'm getting out of the car.' I reached over to take the gun. As far as I can recall, I took the gun in my right hand.

The next I know, there was a loud explosion and my left hand went away from me. I can recall saying the words, 'You bastard.' The trial continues today.



Hostage ordeal: Donald Stewart runs away from his car, staring at his bleeding hand, top, as police move in and, right, arrest a man. Left, Mr Stewart and Linda Amos outside the court yesterday

Clarke 'in close touch' on school dispute

Kenneth Clarke, the education secretary, yesterday defended his record in the growing dispute at Stratford school, east London, after teachers' unions claimed that he had failed to pull his weight (Matthew D'Ancona writes).

The dispute arose when governors accused Anne Snelling, the head teacher, of incompetence and racism. Mr Clarke said: "I have used my powers to intervene on several occasions. This led to the reinstatement of the head. I have also appointed two additional governors. The school is in fact operating satisfactorily against a background of a personal dispute between the head and some of the governors. We are keeping in close touch with the situation."

The High Court will today consider a request from the National Association of Head Teachers and the National Association of Schoolmasters/Union of Women Teachers for an injunction to stop intervention by governors in school management.

Export of £7.5m Titian blocked

A two-month export ban has been imposed by the trade department on *Venus and Adonis* by Titian, the painting which sold for £7.48 million at Christie's in December, despite an estimate of only £1.5 million.

The price reflected the conviction of the purchasers, a partnership of dealers, that the painting was the first, not the last, of five versions. A British buyer would have to raise £7.59 million, the price entered on the export application by Hazlitt Gooden & Fox of London and Herman Shickman of New York.

Advert ruling

The Advertising Standards Authority has advised publishers to refuse all but one of a new series of advertisements for Benetton, the fashion company, including one of an AIDS victim's dying moments. The authority was most concerned about an image of a car burning in a street. The image was highly insensitive and inappropriate, violent, anti-social and threatening, it said.

Opera post

Richard Armstrong, the English conductor, has been appointed music director of Scottish Opera. He will succeed the American John Mauceri in July 1993, when Mr Mauceri will have completed five years in the post. Mr Armstrong was music director of Welsh National Opera for 13 years, during which time the Scottish and Welsh companies combined on a cycle of Janacek operas.

Massacre shocked Nazi official

BY KERRY GILL

A NAZI official was so shocked at the massacre of thousands of innocent civilians by Lithuanian police troops in a small Belorussian town that he called for the incident to be reported to Adolf Hitler and Hermann Goering.

The territorial commissioner for the town of Slutsk, the Court of Session in Edinburgh was told yesterday, said that it was "such a base and filthy act" that a protest should be made at the highest level.

The events at Slutsk, in October, 1941, were recounted during the £600,000 defamation action being brought by Anton Gecas, aged 76, of Edinburgh, against Scottish Television. Mr Gecas, who served as a junior lieutenant with the 12th Lithuanian auxiliary police battalion, claims that he was branded a war criminal in the programme *Crimes of War*, first broadcast in 1987.

In the programme, Motiejus Migonis, who spent 25 years in jail, said that Mr Gecas had taken part in the Slutsk slaughter. Mr Migonis, when questioned by Scottish counsel in Lithuania last week, refused to identify Mr Gecas as having ordered Jews to be shot or having finished off wounded victims.

Bob Tomlinson, a reporter for the television company who investigated Mr Gecas's war record, said that he and his team interviewed elderly witnesses in Lithuania and filmed them. None had appeared to be under any pressure from the Soviet authorities. All, including Mr Migonis, who gave evidence last week, gave detailed allegations against Mr Gecas six years ago for the programme. The hearing continues today.

Victim's mother sues car driver

A MOTHER whose son was killed in a road accident began a High Court claim yesterday for damages for psychological suffering.

More than six years after the death of her 20-year-old son Simon, Judith Calascione continued to suffer pathological grief reaction, the court was told. Mrs Calascione, now 54, of Hooe, Battle, East Sussex, is claiming damages for nervous shock against the motorist.

Her counsel, Kieran May, said that Simon was riding his motor cycle on a blind bend on Crowhurst Road near Battle just before Christmas 1985 when the car driver, Simon Dixon, of Crowhurst, East Sussex, came in the opposite direction on the wrong side of the road at about 50mph.

Mr Dixon was prosecuted at Lewes crown court in 1987 for causing death by reckless driving, "but the jury considered, as they are entitled to do, that his offence fell below that high degree of recklessness". He was fined £250 for careless driving and was not disqualified.

That was one of the factors which had "ground in" on Mrs Calascione, counsel said. The effects of the accident on her had been severe. She had driven past the crash on her way to the shops and was at the hospital when her son died about two hours later from multiple injuries.

Mrs Calascione, a divorcee who has two other sons and a daughter, told the court that after Simon's death she returned to work thinking it would help her grief, but she was unable to cope. She now had a part-time teaching job in a prison.

"I am obsessed by the injustice of what happened," she said. "I think of what he lost." She still cried a lot and was very frightened of driving or even when walking on a busy street. She claimed that the car driver "slaughtered" her son. The question of liability

is not contested. The hearing is on the issue of what damages should be awarded against the driver's insurers for the after-effects of the accident.

In a statement issued before the hearing, Mrs Calascione described how, a few weeks after Mr Dixon was fined £250, her youngest son's car was written off by an overtaking vehicle. "Fortunately nobody was injured. I subsequently heard that the police intended to take no action. I felt that I was being forced to watch my family being picked off."

That same day I was returning home when I saw the driver's car parked in just the same spot it had been that day he set off and killed my boy. Something snapped. The thought that I might lose another child in a so-called accident was too much. I took an axe and smashed up the car. She spent a night in a cell and was later fined £250 and given a three-month suspended sentence for criminal damage.



Calascione: "Obsessed by the injustice"

Woman to regain use of sewn on hands

BY THOMSON PRENTICE MEDICAL CORRESPONDENT

A WOMAN who lost both hands in a guillotine accident at a wallpaper factory should regain much of their movement and touch after having them sewn back on, surgeons said yesterday.

Two teams of plastic surgeons at the Withington Hospital in Manchester worked simultaneously on the severed hands of Sharon Jackson, aged 22, of Lancaster, during a nine-hour operation on Tuesday.

Advanced techniques of micro-surgery were used to re-connect bones, nerves and blood vessels including two major arteries and 21 tendons in each limb, with the help of skin grafts.

Miss Jackson was operating a power-driven paper-cutting guillotine at Kingfisher Wallcoverings, Lancaster, where she had worked for about 18 months, when the accident happened. She was taken 70 miles by ambulance to the hospital.

Her hands, wrapped in sterile swabs and packed in ice, went with her. A team of plastic surgeons, on constant standby for such emergencies, awaited her arrival two hours after the accident.

Ann Brain, the consultant surgeon who led the two operations, said: "Her chances of recovery are good and she should have limited movement in her hands quite quickly, perhaps within a week. It will be a long rehabilitation and it may be between two and five years before the final result is known."

Miss Jackson will stay in hospital for two or three weeks and may need further surgery. Her strength of will during lengthy rehabilitation will be a key to the eventual outcome, Mrs Brain said.

Waite explains commitment that drove him to Beirut

TERRY Waite yesterday answered critics of his decision to return to Beirut during the hostage crisis. Addressing the General Synod of the Church of England, Mr Waite described his commitment to his mission and how he kept going during his 1,763 days of captivity.

Mr Waite, who sat in the house of laity of the church's national assembly 25 years ago, said: "It is an emotional day for me today. I never thought I should ever say that coming to a synod would be a homecoming, but it is."

The Archbishop of Canterbury's former envoy, who is still undecided about his future, said: "People since my release ask me many questions. One question that is frequently asked is, 'Why did you go back? Why did you expose yourself to the dangers that you obviously knew were facing you?'"

"The answer is complex, but I remember that the guiding principle that directed me back to Beirut in those days was this: that when the church makes a commitment to people in trouble, the church does not walk away when the going is difficult. We stick with that commitment and we stick with people who are in desperate need."

"And when all political support vanished, for reasons that are well known, the ground left to me to fight terrorism was the moral and spiritual ground. And one stood on that ground, confident in the fact that light is stronger than darkness and that truth eventually will out. It was the only ground left to me and I went back there, not as one individual but as a representative of our church, on your behalf."

Mr Waite, who received a standing ovation from the meeting, at Church House, Westminster, described how he had been helped to hear of candles being lit and of vigils around the world when he

Terry Waite made an emotional return to the general synod yesterday, writes Ruth Gledhill

was given a small radio after four years as a hostage. "In the days of solitary confinement, in the days when one was confined to a dark room, chained to the wall, with no one to speak to for years, one thought kept me alive: that the light is stronger than the darkness. And even at times when suffering and pain grips one's soul, it is still possible to hold on to the light," he said.

George Carey, the Archbishop of Canterbury, paid tribute to Mr Waite "for surviving his terrible ordeal with such dignity and bravery". He said he hoped that the church's constant prayer vigils did something to sustain him. "That vigil of prayer must continue."

□ The synod called on the government "to develop a long term national housing strategy" to alleviate homelessness by providing affordable housing. After a 90-minute debate, it also called on the church commissioners and dioceses to help to increase the housing stock.

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Inside insight leaves playwright a runner-up

BY SIMON TAIT ARTS CORRESPONDENT

TOM NEWELL's play intrigued judges of the New London Playwrights' Festival awards. It had an ingenious plot, involving mystery, murder, misunderstanding and the unaccountable decision of the police to let the murderer off.

It was this last turn of plot that prevented its author from being one of the five winners at the award ceremony in London yesterday. They decided that it was not credible. The ending might, however, have been wishful thinking by the playwright.

Tom Newell is serving a life term at Swaleside prison, on the Isle of Sheppey, Kent, for murder.

Newell was let out of jail yesterday under escort to receive his certificate as one of the 15 short-listed writers for the awards, held by the London Arts Board and LBC Radio at the Institute of Contemporary Arts.

Newell was discovered by Tim Crook, director of the festival, in a writing workshop he organised at Wormwood Scrubs prison last year. "I was amazed to find the range of writing skill blossoming in that dreary place," Mr Crook said. "Tom has a great feel for the depth and

range a radio play needs, and this one, *Old Bones*, is full of delightful twists and turns which grip the listener. I think he has a very promising rehabilitated future as a writer when he has finished his sentence."

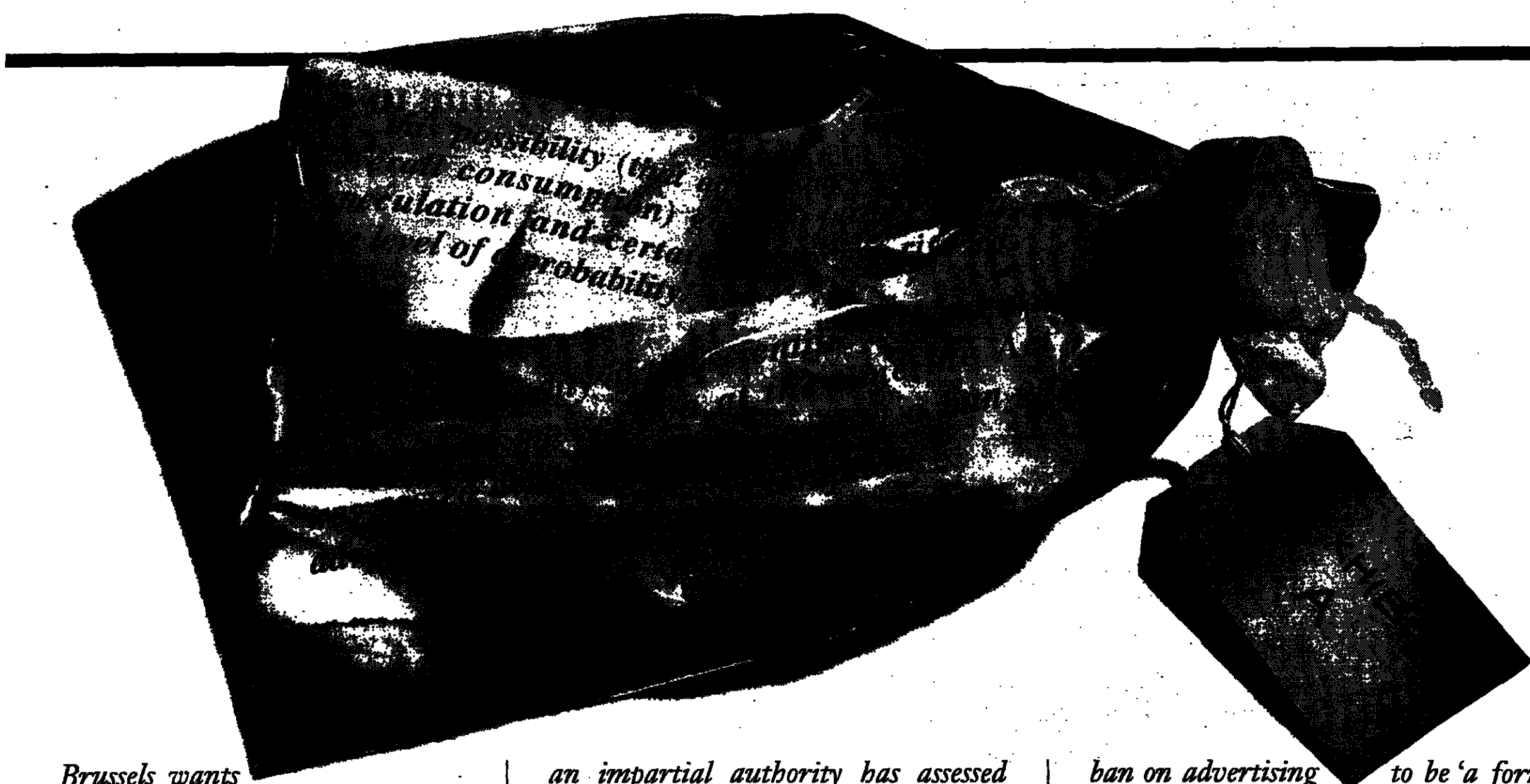
Newell, who is in his early 30s, has already been taken on by Judy Daish Associates, the literary agents who handle Harold Pinter. Samantha Ford, of Judy Daish, said: "He started writing in prison and he has written short plays, monologues and a one-act play. He is at the start of his career, but we believe it could be a very promising one."

The festival, now in its second

year, was created to bring on new radio writers. The five winners are to have their plays professionally produced and broadcast on LBC, and all winners and runners-up, including a psychiatrist, a West End theatre box office clerk and a House of Commons computer programmer, attended yesterday's reception.

Although Newell did not win, his play may yet be broadcast. Mr Crook, an LBC producer, has asked for Arts Council funding of about £1,500 to permit production of *Old Bones*. "We'll want a minor change, though," he said. "We still don't think the ending is credible."

BRUSSELS WANTS TO MAKE THE LAW BY IGNORING THE FACTS.



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The facts do not support this.

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an impartial authority has assessed the evidence and weighed the merits of the arguments.

The results were published in a Canadian court judgement last year.

The court found there was no proven connection between advertising and overall tobacco consumption.

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In fact the court also found a

ban on advertising to be 'a form of censorship and social engineering which is incompatible with the very essence of a free and democratic society'.

And in any free and democratic society, you don't reach a verdict by ignoring the facts.

If you do, you have no business making the law.

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Leukaemia clusters linked to low radiation

By Nigel Hawkes Science Editor

THE mystery of the leukaemia "clusters" around nuclear sites such as Sellafield may have been solved by Medical Research Council scientists.

The findings could help to explain why levels of radiation believed to be too low to do damage nevertheless are linked to the disease.

The research focuses on alpha rays, which are superficially much less harmful than more penetrating radiation. The scientists have found that alpha particles can cause hidden damage to cells that only becomes apparent some time later. The cell survives, and continues to divide

apparently normally. Later, however, abnormal chromosomes appear in the successive generations, showing that the genetic material of the cell has been damaged.

The implication is that the lowest imaginable dose — a single alpha particle — is enough to induce damaging changes in some cells that can alter the cells' behaviour and perhaps lead to cancers. The scientists found that x-rays did not have the same effect.

Though reluctant to jump to conclusions, they believe that their findings may help to explain the incidence of leukaemia both among radiation workers and children living close to nuclear plants such as Sellafield.

The results could also prompt a change in the approach to radiation protection, which is based on the effects of high-energy penetrating radiation, such as beta-rays, x-rays and gamma rays. Alpha rays appear less harmful, being unable even to pass through a sheet of paper. Their danger arises when particles of alpha-emitting isotopes such as plutonium are swallowed or get into the lungs. Then the alpha particles can reach living cells, unloading all their energy in a single hit and doing considerable damage.

Eric Wright and colleagues from the research council's Radiobiology Unit in Didcot, Oxfordshire, report in this week's *Nature* that they have studied the effect of single alpha particles on stem cells from the bone marrow of mice. In mammals, these stem cells have the job of producing all the blood cells, so any damage to them could well lead to blood diseases such as leukaemia.

When the stem cells are exposed to alpha particles, most are killed outright, but a small percentage survive apparently unharmed. Several generations later, when the cells have divided repeatedly, gross abnormalities can be detected in their chromosomes. The experiment's show, says the research council, that there are types of damage unique to alpha-particle radiation.

Dr Wright said yesterday: "The mouse stem cells are a good model for leukaemia, and now we are trying the same experiments with human bone marrow cells."

Budget to penalise smokers

By Thomson Prentice Medical Correspondent

BIG increases in cigarette prices are likely in next month's Budget as part of the government's anti-smoking policies. William Waldegrave, the health secretary, hinted yesterday. Launching a campaign to deter pregnant women from smoking, he said: "It is no secret that my department thinks the price of cigarettes is one of the most important weapons against smoking."

He said that, if smoking could be discouraged without further restrictions on tobacco advertising, so much the better, but that such restrictions would be reconsidered in five or six years.

His comments were promptly attacked at the campaign launch in London by Pamela Taylor, head of public affairs at the British Medical Association. "We are not prepared to wait five or six years, during which time we are going to see more children taking up smoking and becoming addicted," she said.

● The farewell scene from the film *Casablanca* is being used to advertise the ninth No Smoking Day, on March 11. Humphrey Bogart, the film's star, died in his 50s from lung cancer, and the executors of his estate have given permission for the scene to be used.



Norman Jones plays the *Bonjour* Stradivarius, which could fetch £800,000

Christie's to sell two Strads in London

By Sarah Jane Checkland Saleroom Correspondent

TWO instruments by Stradivari are to be sold at Christie's in London on March 18. The *Bonjour* violoncello is being offered by the cellist Robert Cohen at an estimate of up to £800,000, while the *Schreiber* violin, once played by Pinchas Zukerman, is being sold by the David Lloyd Kreger Foundation of Washington DC and could fetch £350,000.

The cello dates from about 1690, and was named after Abel Bonjour of Paris, its earliest known owner. Mr Cohen, who paid about £300,000 for it seven years ago, describes it as "one of the greatest cellos in the world".

The violin, which is missing its original scroll and much of its original varnish, is considered by the trade as a fine working instrument. One of its earlier players was Henri Wieniawski, the Polish virtuoso.

Police hot-line to foil corruption

By Stewart Tandler, Crime Correspondent

POLICE are being asked to consider establishing confidential telephone hot-lines to allow junior officers to pass on information about corruption or malpractice among colleagues. The lines would allow junior officers to talk freely to officers of at least deputy chief constable rank.

Chief constables are being asked for their views on the hot-lines in a personal letter issued yesterday by Sir John Woodcock, chief inspector of constabulary, calling for reforms in the control of specialised squads or CID work. The aim is to prevent a repetition of the West Midlands serious crime squad case, highlighted by a critical Police Complaints Authority report last autumn.

The letter, also sent to Sir Peter Imbert, commissioner of the Metropolitan police, includes a package of changes wanted by Sir John and his team of inspectors. Sir John says that the inspectors expect to be told of any allegations emerging in a force. The inspectors could then consult agencies such as the Crown Prosecution Service, the Police Complaints Authority, defence lawyers

and journalists before examining the force.

The letter may provoke anger among senior officers who feel that the inspectorate is interfering too much. Sir John says in his letter that action has to be taken immediately "because there is much public concern as to the credibility of police evidence and conduct".

The letter says recruitment to special squads, including regional crime squads and CID teams set up to concentrate on a particular type of crime, should not lie with the squad's senior officers but with a force's personnel department. As a general rule, officers should serve on the squads for three to five years. The West Midlands squad, disbanded in 1989, included men who had served 15 years.

Squads should be put under the overall control of an assistant chief constable, who should monitor their work and be aware of patterns of complaint. "The extensive use of informants may not always serve the purposes for which the squad was originally set up," Sir John says.

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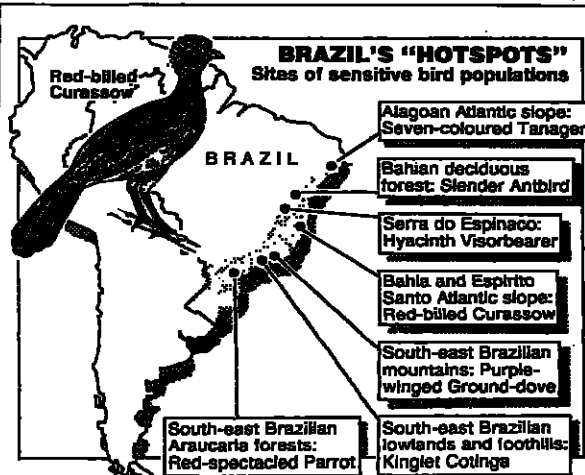
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NATIONAL SAVINGS



Study offers hope for birds at risk

By Nick Nuttall

A FIFTH of the world's bird species could be saved by conserving just 2 per cent of its land, according to a study by Cambridge-based researchers.

A team at the International Council for Bird Preservation has carried out what is said to be the most detailed computerised study ever on sites of sensitive bird populations, drawing on over 55,000 records.

The study has found 221 areas that have high concentrations of birds and which also have about two thirds of the world's 1,029 endangered species. By combining those sites with maps of the world's protected areas, researchers have found discrepancies in global conservation efforts, with many threatened species living outside national and regional parks.

The council hopes that the findings, which are being presented to the World Parks Congress, in Venezuela, which ends this week, will form a blueprint for conservation strategies.

Christoph Imboden, the council's director-general,

said: "Discovery of these hotspots means that the future of large numbers of species could be secured by a relatively small number of initiatives. Loss or degradation of these areas would result in unprecedented numbers of extinctions."

Most of the 221 sites identified, amounting to 260,000 square kilometres, are in forest regions of the tropics, with about a quarter in South America. Forty-two are in Australasia, 40 in Africa or on African islands, and 30 on Pacific islands, including the Philippines. One site is in Europe, on Cyprus.

According to Mike Crosby, a researcher, eastern Brazil is one of the most important areas, with high concentrations of bird species in seven "hotspots", including the endangered slender antbird and the red-billed curassow. Each site has populations of threatened species found nowhere else in the world.

Conservation could be aided by extending parks and by sustainable development, Mr Crosby said.

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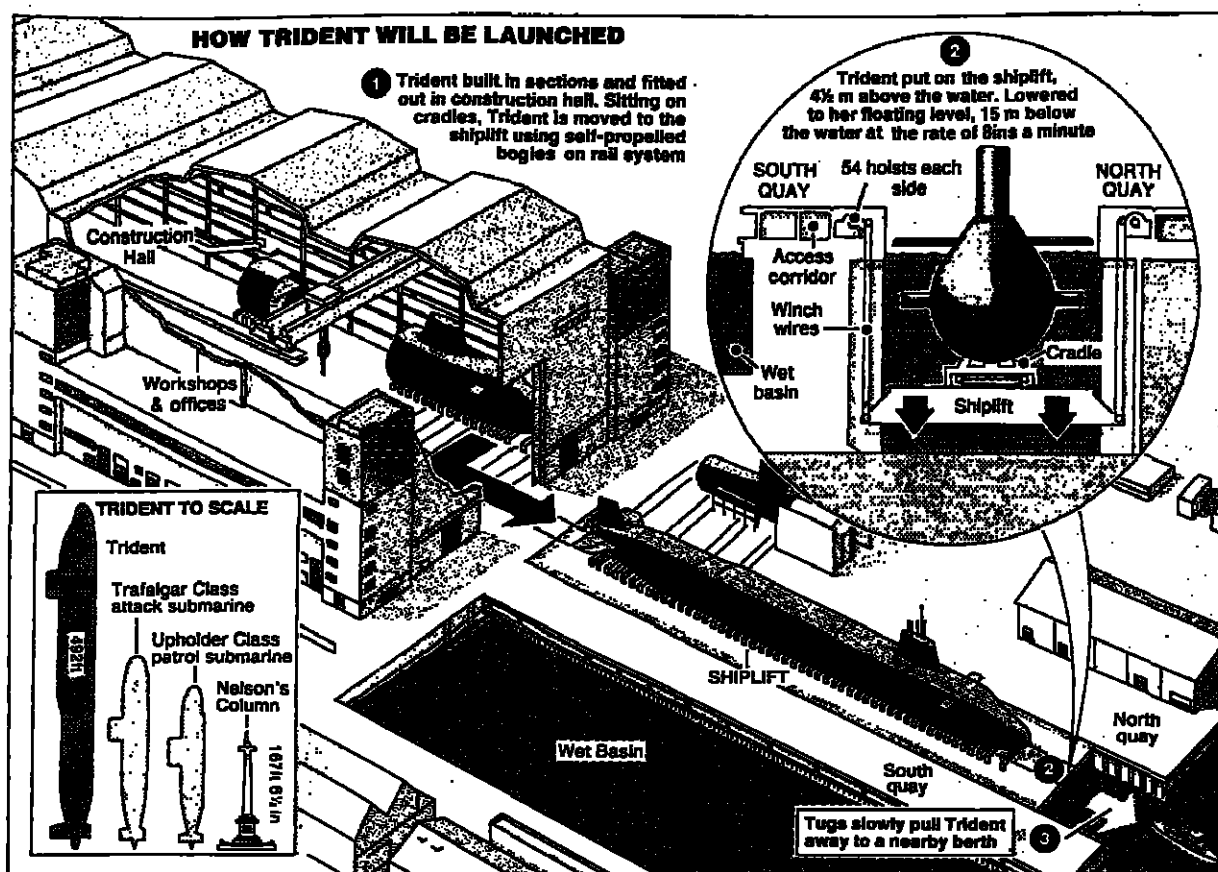
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Britain's first Trident submarine prepares to brave the world



BRITAIN'S first Trident ballistic missile submarine is to be launched on March 4 with the help of the world's most powerful lift, capable of bearing a maximum weight of 24,300 tonnes. The launching of HMS Vanguard at Barrow-in-Furness, Cumbria, will be the boat's first public appearance since construction began in 1986.

The 492ft, 15,000-tonne submarine has been built in sections inside a big shed that towers over the yard. Only the workforce and visitors with adequate security clearance have been allowed to watch the construction of what will be the Royal Navy's largest, most prestigious, and most powerful submarine.

Next month's ceremony will be no splash-down spectacle. It will be a sedate occasion and most of those attending will not even see the submarine get its bottom wet, because the boat will not hit the water until the day after the official launching ceremony. HMS Vanguard will take

HMS Vanguard will stay high and dry at its official launch ceremony next month, Michael Evans writes

one and a half hours to be lowered, at the rate of 20cm (8ins) a minute, to the correct floating level depth of 15 metres below the surface. The submarine, with just its conning-tower and top section of the hull visible, will then be towed out by tugs to a nearby berth.

The £10 billion Trident boats are to replace the Polaris fleet by the end of the decade. HMS Vanguard will be in service by December 1994. Two others, HMS Victorious and HMS Vigilant, are being built in the same construction hall, which is 269 metres long, 67 metres wide and more than 50 metres high. A fourth boat is expected to be ordered shortly.

As the political parties have argued over whether the navy should have three boats or four and whether the missiles should carry three warheads or eight, preparations for the first launching have continued.

The infrastructure needed for building the submarines has involved British companies in what has been described as the most advanced naval shipbuilding facility in the world.

The £250 million Devonshire Dock Hall, the name given to the Trident complex, was among the biggest civil engineering projects undertaken in this country.

John Elliott, former senior partner of RT James & Partners, the consulting engineers awarded the design and management contract, said that there had been many breakthroughs in designing the facility.

The most remarkable development was the decision to reject the system of shipbuilding, which had not changed radically in 100 years, in which a vessel is built out of doors on a slipway. Submarines built in that way have to be launched half-finished down the slipway, sealed like a can to

avoid sinking, only to be cut open later for the installation of heavy machinery.

HMS Vanguard will emerge from the shed on March 4 a finished product although without her missiles and torpedoes.

Mr Elliott, who retired as senior partner but has stayed on as a consultant, said that Vanguard had been built on a large, open floor space with the hull sections supported on wheels. Machinery and equipment were installed in each section, before they were welded together to form the complete hull.

Equipment orders worth £500 million were announced yesterday by the government for the Royal Navy and RAF.

The package includes a £50 million order for six Sea King search and rescue helicopters to replace the RAF's ageing Wessex fleet, 15 Harrier trainer aircraft, and 200 Alarm radar missiles. The Harriers and Alarm missiles will be supplied by British Aerospace. The Sea Kings will come from Westland.

Sunday Times appeal succeeds

Court ruling bans council libel suits

BY FRANCES GIBB, LEGAL CORRESPONDENT

LIBEL actions cannot be brought by local authorities or government departments, the Court of Appeal decided in a landmark legal ruling yesterday. The three judges held unanimously that Derbyshire county council was not entitled to sue *The Sunday Times*.

The council had lodged proceedings against the newspaper over articles published in September 1989 about alleged deals involving David Bookbinder, the council leader, and Owen Oyston, a businessman. The decision breaks new ground in that the judges reached their decision by reference to article ten of the European Convention on Human Rights, which guarantees freedom of expression. The ruling may be challenged by the council in the House of Lords.

The Sunday Times welcomed the ruling yesterday as an important and enlightened victory for the press.

Antony Whitaker, legal manager for *Times Newspapers*, said: "We are delighted by the judgment. It is a vindication of *The Sunday Times*' position and means that we are not at risk from councils or government departments who might want to silence a newspaper if they felt they wanted to protect themselves against media comment."

The claim was launched over allegations about investment deals involving the council's superannuation funds. Libel actions were also launched by Mr Bookbinder, who announced recently that he is to stand down as leader of the council, and by Mr Oyston, whose action against *The Sunday Times* was settled last October.

Mr Whitaker added that

councils still had the protection of being able to sue for malicious falsehood. However, there were significant differences between such an action and one for libel: first, a shift in the burden of proof, so that the plaintiff must prove that the words are false. In libel, the defendant must prove that the defamatory words are true. Second, the plaintiff has to prove malice (this is not the case in libel), and third, damage is not presumed in malicious falsehood as it is in libel. He added that the judgment in no way reduced the right of a council member to sue as an individual if he or she could show that comments about the council reflected on him or her personally.

In the High Court last year, Mr Justice Morland ruled that the council was entitled to sue for libel in its own right to protect its "governing" reputation. Yesterday, Lords Justices Balcombe, Ralph Gibson and Butler-Sloss allowed an appeal by *Times Newspapers*, Andrew Neil, editor of *The Sunday Times*, and the reporters Rosemary Collins and Peter Hounam.

Lord Justice Ralph Gibson said: "To allow a local government authority to sue for libel would, in my judgment, impose a substantial restriction upon freedom of expression." If councils were allowed to sue in the way sought by Derbyshire public discussion of matters of public importance might well be restricted. Lord Justice Butler-Sloss said that the court had to balance the competing rights of the press to provide information and to comment, criticise, offend, shock or disturb against the right of a governmental corporation to be protected against false, seriously inaccurate or unjust accounts of its activities. She considered that there were laws other than libel which were adequate to protect a council in such circumstances.

David Pannick, page 12
Law Report, page 26

Sado-masochist convictions stand

BY PETER VICTOR

FIVE homosexual sado-masochists convicted of assault and indecency after acts of genital torture on each other failed to convince the Court of Appeal yesterday that they should not have been prosecuted.

Lord Lane, the Lord Chief Justice, ruled that though the men had consented to the violence this was no defence. The five men were convicted with ten others at the Old Bailey in December 1990. The acts of violence had spanned ten years and were recorded on video tape, copied and distributed.

Lord Lane said yesterday that Judge Rant had been right in ruling that satisfying sado-masochistic urges was not a good reason for inflicting serious injury. However, Lord Lane accepted that they had not appreciated that

their conduct was criminal and he directed that some of the sentences be cut.

Lord Lane, who was sitting with Mr Justice Rose and Mr Justice Potts, said that the principal mitigation was that the victims not only consented but seemingly derived pleasure from the infliction of pain. It had been contended that assault was not established unless the prosecution could prove a hostile act by the accused. However, at the very least, the intention in this case was the infliction of pain involving a sufficient degree of hostility to constitute assault, he said.

Lord Lane reduced the sentences of four of the five who had received immediate jail terms. He also allowed a sentence appeal by a sixth man who did not challenge his conviction.



Conquering Kate: Susannah Harker, one of the stars of Chichester Festival Theatre's 1992 season announced yesterday. She plays Perpetua in Christopher Fry's *Venus Observed*, opening in May, and Kate in Goldsmith's *She Stoops to Conquer*, in August. The season also includes Melvyn Bragg's first full-length play, *King Lear* in New York, and a Renaissance Theatre Company production of *Coriolanus*, with Kenneth Branagh and Dame Judi Dench.

Army of dissidents crosses the Irish sea in defiance of constitution

Writing as Dermot McMahon, an Irishman recalls his girl friend's trip to London for an abortion that broke the law

AS THE minibus trundled from the British Pregnancy Advice Service office near Tottenham Court Road, in central London, towards the clinic in Richmond, Mary and I agreed that it did not feel as if we were doing anything controversial, let alone unconstitutional.

The decision to have an abortion had been easier for Mary than for most people on the minibus. We were from middle-class, liberal south Co Dublin. We did not have the hang-ups of our parents' generation. The decision had been easier, but not easy. Abortion is an extremely emotive issue in the Irish republic. We had joined the campaign in 1983 against adding an anti-abortion clause to the constitution (abortion was already illegal), a matter that had divided the country. We distributed leaflets and castigated the clergy. We were from the liberal wing of the capital city.

Women who had abortions were described as murderers. Those who admitted having had them received hate mail. Priests preached weekly about the evils of abortion. The amendment was passed by a two-to-one majority. It was still a painful decision. Catholic up-bringing dies hard. Sex education had been dominated by slide shows of aborted foetuses. Fear and guilt were the order of the day. The ultimate fear

and the ultimate cause of guilt, was abortion. We, however, were not from a rural town where everyone knows everyone else's business, where the Catholic church is all powerful, and where information on abortion is almost impossible to come by.

On that crisp, sunny Saturday morning, I was conscious of being part of a hidden army of dissidents. At home, the constitution, the politicians, the clergy, and the majority of the people said that they would try to stop us from doing this. Yet here we were, going to Richmond to break the constitution. The minibus driver told us that he did the trip every Saturday. Official figures show that, each year, 4,000 Irish people come for abortions in England. That's 11 a day.

For most on the bus, the decision had been more difficult. The girl from Ballymun Flats, dilapidated tower blocks on Dublin's north-side, sat quietly, holding her boy friend's hand. She was unmarried and already had a child by another man. Now, she wanted to settle down with this boy friend, whose child she was carrying. He, however, wanted to go to Australia. There was no work for him in Ireland. She had put off deciding on an

abortion for weeks, but there was no changing his mind. He had been decent about it, she told Mary, paying for the trip and the operation, and coming along to support her.

The middle-aged woman from Athlone looked to be in shock. Seven days earlier, she had found out that her 15-year-old daughter was pregnant. She had not imagined that the girl would have boy friends at that age, let alone have sex. The mother had moved quickly. "Her father doesn't know," she said. "He'd go mad. He thinks we're just visiting my sister."

The fifth girl, aged about 21, sat quietly at the back of the bus. We never learnt her circumstances. As the bus passed a convent, the driver sniggered: "You'd all be in less of a mess if you'd been in there." He laughed. No one else did. At the clinic, the women signed forms. Few questions were asked except, were they sure they believed they were doing the right thing? At home, we had been warned that it was essential to be dogmatic about saying yes. Otherwise they might tell you to come back another day. Paying another fare from Dublin, might be impossible.

At noon, friends and relatives left and were told to

return at 6pm. While we were away, the women were taken to the operating theatre at 20-minute intervals.

At 6pm, there was the sound of girls shouting together, a title fight involving Barry McGuigan was on television, and the Irish could not contain their excitement. In the ward, Mary did not feel as if anything momentous had happened. She felt guilty, she said, because she didn't feel guilty. The Ballymun girl was sobbing gently. Her abortion had come later in pregnancy. She felt more discomfort, but, she had told Mary, she was also desolate over what might have been. She had dreamt of her and the boy friend and two kids starting a new life.

Next day, the mother of the 15-year-old asked whether I thought all would be well. I told her that it would. She paused, and said: "Do you remember that amendment last year about abortion?" I replied that I did. "Well, God forgive me," she said, "but I voted for that."

Dublin meeting, page 1

Doughnut race killed boy, 6

A misadventure verdict was recorded yesterday on a boy aged six who died after choking during a doughnut-eating "race" in a school dining room. Graham Merrett, of Wick, near Littlehampton, West Sussex, had asked a classmate at Wickbourne infants' school if he wanted to see who could eat a doughnut in the shortest time.

The friend declined but Graham was seen to eat his doughnut quickly and collapse. His heart stopped for a time and he suffered severe brain damage. At the hospital where he died two days later a lump of dough the size of a table tennis ball was removed from his throat.

At the inquest in Worthing, Mark Calvert-Lee, the West Sussex coroner, said: "I am satisfied that once Graham had been notified by adults to be in difficulties, appropriate treatment was given."

Marion Merrett, the boy's mother, said afterwards that more should be done to supervise children at school meals.

Patients sent on coach trip

Bradford health authority is organising coach trips to a Grimsby hospital for 48 people to have nose operations at a cost to the authority of £750 a patient. They have been waiting more than two years and Bradford hospitals cannot undertake the operations by the end of next month, as had been pledged.

Home goal

Stafford Rangers football club, bottom of the GM Vauxhall Conference league, has asked the Home Office if Brian Palgrave, a player serving a nine-month jail sentence for theft, can be released on match days to help it to avoid relegation.

Mixed results

Scotland's road safety year brought a drop in traffic accident deaths by eight to 545 in 1990 but 197 pedestrians were killed, 20 more than in the previous year.

Pensioner dies

Frederick Smith, aged 83, who collapsed at Denmead, Hampshire, died while waiting for an ambulance after the first one sent for him crashed.

Victims named

Two men who died when their car plunged 500ft over Beachy Head, East Sussex, were named as Anthony Valentine, aged 19, of Isleworth, and David Wilder, aged 21, of Northolt, both west London.

£2m drug haul

Customs officers found 600kg of cannabis, with a street value of nearly £2 million, on a Dutch lorry at Dartford, Kent.

Rabies move

Isle of Wight county council is to consider a suggestion from its deputy leader, Peter Brand, that all wild animals be vaccinated against rabies.

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Ashdown WOOS women's vote

By Philip Webster
Chief Political
Correspondent

UNDER the Liberal Democrats, state pensions will no longer be based on contributions. Paddy Ashdown promised yesterday, as he outlined a package of measures to help women to realise their full potential.

Mr Ashdown pledged to revolutionise caring for children and women's employment prospects by introducing childcare vouchers usable at private, state or voluntary nurseries or workplace crèches. Only under the Liberal Democrat fair-voting system would there be a parliament that truly represented men and women, he said.

In a speech to women Liberal Democrat candidates at the Commons, Mr Ashdown said that the "long ascendancy of male values in our society and economy is about to end".

Mr Ashdown was staking his party's claim for the women's vote. His contention that the Liberal Democrats had the highest proportion of women candidates was countered by Labour. As his party claimed 133 women candidates, with two others about to be selected. Labour claimed 134, with up to four others close to selection.

The pledge to abolish the contributory principle for state pensions is part of a plan costed at £3 billion to increase the single person's pension by £5 a week and a married couple's by £8.

Labour has made the same promise, although it is not ending the contributory principle. Its plan is costed at £2.7 billion. The Liberal Democrats say the cost is relatively small as people who at present do not receive a full pension because their contributions were not high enough receive income support instead after being means-tested. In most cases this would no longer be required and the costs would balance out.



Commons ambition: Paddy Ashdown surrounded by some of the Liberal Democrats' 133 women prospective parliamentary candidates, at Westminster yesterday

Labour launches counter-attack on spending plans

Middle classes to get tax reprieve

By Nicholas Wood and Philip Webster

THE Labour leadership is planning to soften the impact of its tax proposals on middle-class voters in the key election battlegrounds of London and the South of England.

John Smith, the shadow chancellor, yesterday confirmed a report in *The Times* that he would spell out within days of the March 10 Budget how he would raise the £3.5 billion to pay for spending pledges on pensions and child benefit.

It is understood that Mr Smith is preparing to ease the burden on people earning £21,000-£30,000, whose votes are likely to be central to the outcome of the election.

Under Labour's present plans, this group, which includes many teachers, doctors and senior nurses, faces marginal tax rates of 34 per cent

or 49 per cent, when the 9 per cent national insurance charge is taken into account. His review is considering the option of lowering the combined income tax and NI marginal rates to nearer 30 per cent.

Sources close to Mr Smith said yesterday: "We will set out where our top rate of tax will be. We will clarify how we intend to remove the upper earnings limit of £21,000 on NI contributions."

Mr Smith's disclosure at a London press conference that he would be giving "further details" next month represented a big shift from his past stance that voters would have to wait for his first Budget to discover his intentions.

With Norman Lamont, the Chancellor, widely expected to make tax cuts the centre-

piece of his Budget, Mr Smith's review is part of an early Labour counter-offensive. Neil Kinnock will try to spike Tory guns by pledging to restore the tax cuts and use the minimum £2 billion on offer for immediate improvements in public services. The intention is to draw a stark contrast between the two parties over the central election issue of tax and spending.

However, Mr Kinnock and his senior colleagues are determined to deflect the Conservative charge that they would impose an unacceptable burden on people on relatively modest incomes.

Senior shadow cabinet sources suggested yesterday that with the recession proving more intractable than supposed, Labour could justify a less deflationary ap-

proach. However, they are also sensitive to the inevitable Tory riposte that any scaling down of their current plans would amount to a retreat. One source said that with the government widening the scope for tax cuts in the Budget by being prepared to take risks with the public sector borrowing requirement, Labour would also be presented with an opportunity in the Budget next month.

Mr Kinnock set the ball rolling for the tax rethink last month when he let it be known that the NI changes might be phased rather than introduced in one go by lifting the £21,000 ceiling. Roy Hattersley and other senior shadow cabinet members have been pressing for greater clarity and Mr Smith has responded to their concerns.

Labour's pensions and benefits package would cost about £3.5 billion. If the Tories knock 1p off the basic rate of tax (costing about £2 billion) it could pay for two of its firm pledges by accepting the Chancellor's PSBR target, restoring basic rate tax cuts and doing little more than tinkering with the higher rates of tax and national insurance.

The crux of the case against Mr Smith's tax and spending package, which was drawn up at the height of the Tory boom, is that it could have a deflationary effect, making the recession even worse. Ministers have gleefully seized on this point to lambast the Opposition. More significantly, the force of the argument is gaining ground in senior Labour circles.

Trippier clears the air

By Peter Mulligan

A BIG improvement in air quality was promised yesterday by David Trippier, the environment minister, amid concern about rising levels of asthma among children.

Mr Trippier said air quality should get better in the next two years as a series of measures take effect to reduce emissions from vehicles. He cited catalytic converters, new standards for heavy diesel, new exhaust emission tests, traffic management measures and legislation which has raised standards of pollution control.

He was responding at question time in the Commons to Jeremy Corbyn (Islington North, Lab), who highlighted anxiety at the spread of asthma among children, especially in the capital, where air quality last December was at its worst for 11 years.

AROUND
THE
LOBBY

Britain pledges more aid

Britain will give £9 million to the UN Population Fund this year, an increase of £1.5 million, Lynda Chalker, the overseas aid minister, said in a written reply. She said the money was a 20 per cent increase on last year. Most of the money will be spent on family planning projects organised by the fund.

Empty homes

Eight out of the ten local authorities with the most empty council houses are Labour-controlled, Sir George Young, the housing minister, said at Commons question time. The ten between them have 23,000 empty properties. Manchester is top of the list with 6,000; Liverpool has 5,700.

Court costs

The cost of legal aid in 1990-1 was £852 million gross, spent on 2,384 cases, Sir Patrick Mayhew, the Attorney-general, said in a written reply. The figures compared with £715 million on 2,298 cases in the previous year.

No amnesty

People who have not paid the community charge will be pursued until they do pay, Michael Portillo, the local government minister, said during questions. "There will be no amnesty," he said.

Parliament today

Commons (2.30): Questions: Home Office; prime minister; Transport and Works Bill and Nurses, Midwives and Health Visitors Bill, remaining stages. Lords (3): Local Government Finance Bill, report, third day.

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Gould feels the sting in Scottish nationalism

Bryan Gould, star of Labour's 1987 election campaign, does not often have to wriggle. If he does, he is normally too professional to let it show. But there was no mistaking Mr Gould's discomfort when interviewed by Jonathan Dimbleby on Sunday for the BBC's *On the Record*. What got him going was what has become known as the "West Lothian question".

Mr Cook has suggested that, when a Labour government has given Scotland a devolved tax-raising assembly, he would not feel able as a Scottish member to serve in an English ministry. In essence he has recognised that a choice has to be made: Labour's leadership has yet to acknowledge any choice.

Mr Gould's interviewer pointed out that once you have a Scottish assembly English MPs will be debarred from voting on a range of issues for Scotland, while Scottish MPs (48 of the 72 are currently Labour MPs) will be entitled to vote for legislation affecting England.

Mr Gould first tried to pretend that such an imbalance, with Westminster controlling only overall economic policy, defence and foreign affairs for Scotland, was no different from the present imbalance, with a good deal of Scottish government undertaken by a Scottish Office.

Then he said that as a "partial solution" it would be counterbalanced by the provision of devolved government for the English regions, implying that if the English regions ever developed the same self-identification as Scotland, they could be accorded the same powers as the Scots. But there is a mismatch. Labour's policy documents, offering a Scottish assembly within a year, talk only of regional bodies within a parliament.

What Mr Gould did not have was an answer to the question: what happens if a Labour government with a small majority, having provided devolution for Scotland which prevented English MPs voting on, say, Scottish health or education, pushed through the Westminster Parliament controversial new laws for English health or education, using the voting power of Scottish Labour MPs to do so?

You could, Mr Gould



By Robin Oakley

admitted, debar Scots MPs from voting on such matters. But he offered no hint that Labour would consider doing so. What we used to know as the "West Lothian question" is back to haunt the Labour party.

Labour has had to promise its regional bodies because of northern MPs' fears that a Scottish parliament would lure inward investment across the border. But it is making little of them because it is jumpy about Tory charges that such bodies would be expensive white elephants wrapped in red tape.

There was a television set in Huntingdon tuned to Mr Gould's discomfort, and John Major is planning to exploit Labour's embarrassment on his trip to Scotland this weekend. But there is justification, too, for Labour's charges that the Tories are prepared to gamble with the union by polarising the debate between independence and the status quo.

Senior ministers agree that there is no dividend for them in fighting the election as the fourth most enthusiastic devolution party, and that they might as well maximise the unionist vote. But they admit they will have to

start thinking again about devolution if the Conservatives are returned to power nationally but left with a tiny rump of Scottish MPs.

What if the nationalist surge, with between a third and a half of those polled recently supporting independence, becomes a flood? No British government would seek to hold the Scots to the union against their will.

Sir Philip Goodhart, the Tory MP for Beckenham, has written to the prime minister advocating a brace of referendums, saying that what the Scots need is a way in which they themselves could start the constitutional process leading to independence and a way of ensuring that a clear majority still wanted it after the full financial implications had been worked out.

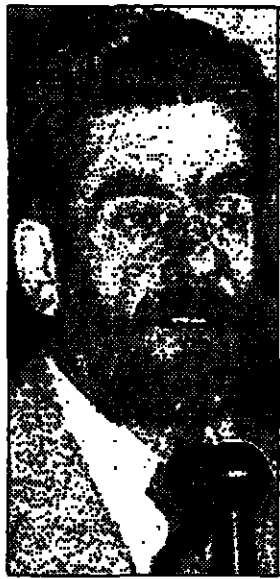
The first referendum would ask if they wanted to dissolve the union. If 50 per cent plus one opted for independence, two years' work would be required, he suggests, on preparing a financial package. Once that package was agreed, a second referendum would decide the question.

The two-referendum package has already been approved by the US Congress for resolving the Puerto Rican independence issue. Sir Philip ip says, its advantage here would be that the UK could not be dissolved casually as the result of a temporary surge of emotion.



Thorny issues: Gould dices with devolution

Embarrassed Solidarity denies CIA dollars helped it win



Gwiazda: Solidarity received \$9 million

THE sensitive question of how Solidarity funded its long resistance to the martial law regime of General Wojciech Jaruzelski has been flushed into the open by a report in *Time* magazine that an anti-communist plot was hatched by the Pope and President Reagan.

Janusz Gwiazda, who has been Solidarity treasurer since the mid-1980s, has denied the report, by Carl Bernstein of *Watergate* fame, that Solidarity received money from the Central Intelligence Agency. The article, he said yesterday, was a "mixture of lies and truth that is difficult to separate for those who had no contact with the Solidarity underground."

Equipment was smuggled into Poland, but not as claimed, by priests and American agents. "There

Solidarity says its millions came from Western unions, but communists cling to their conspiracy theories, Roger Boyes reports from Warsaw

were no faxes, phones or telexes among the smuggled equipment, and anybody who claims that there were simply has no grasp of how Poland, or the underground, operated at the time." The denial from Solidarity came soon after a Vatican statement that the Pope was not party to any secret deal to topple communism. But the former communists have seen all their conspiracy theories confirmed.

For Solidarity, the report has touched a raw nerve. The cash flow during the underground period is a secret

matter. Much money did enter Poland at the time, the source was not always clear, and angry disputes about how it was used still divide the Solidarity establishment. Andrzej Gwiazda, the former deputy leader of Solidarity, says about \$9 million (about £5 million at present rates) was channelled to Solidarity during the time it was outlawed. Mr Palubicki says \$110,000 in aid was received in 1982, and that by 1989 it had reached \$1.5 million.

The funds came from the free trade unions institute, the AFL-CIO American

trade union, and the National Endowment for Democracy, and were funnelled through a Brussels account. Money arrived in suitcases by courier, sometimes \$100,000 at a time. Typically, the hard currency was used to print leaflets and books, to look after the families of political prisoners, and to fund fugitives who were changing flats and cars to avoid detection.

As Mr Palubicki admits, it is hard to say now exactly how the money was spent. "There was no conventional book-keeping because the police could have seized our accounts," he says. Cash was distributed to the different regions according to need, and that a region would receive less the next year if it became obvious that money was being squandered.

There are Warsaw underground activists, however, who are still bitter that money intended for the whole union stayed in the Gdansk region. The distribution of money at the time remains a divisive issue. That is why the identities of early Solidarity treasurers are still secret, and why, at the 1990 Solidarity national congress, it was decided that there should be no public debate about finances.

Vatican involvement in the Solidarity resistance was rather more subtle than the version given by Mr Bernstein: smuggling priests and emissaries shunting between Washington and Rome.

The CIA and the Vatican appear to have pooled intelligence on Polish affairs after the declaration of martial law. One explanation for the

Pope's remarkable tolerance of the strange goings-on in the Institute for Religious Works (the Vatican bank) is that a shell company was involved in financing Solidarity. That is still in the realm of informed speculation, but the church was certainly putting much money into helping the families of the 5,000 internees and other political prisoners.

General Czeslaw Kiszczak, interior minister in the martial law years, says in memoirs published recently that his secret police had thoroughly penetrated the underground. "About 90 per cent of funds arriving from the West passed through our hands." The ultimate source of Solidarity funds was almost certainly the CIA, he says. "If some of our intellectuals had received money

openly labelled 'CIA', they would not have touched it. But the funds were always channelled under the cover of some other organisation. We did not seize the money because we could have done that only once: then our channel of information would have dried up."

● **Cowardice charge:** Poland's centre-right government faced criticism of its plans to ease austerity, and a top Solidarity politician called for a new ruling coalition that would pursue free-market reforms much more effectively.

Leaders of two pro-reform Solidarity parties virtually accused the government of Jan Olszewski of cowardice and populism in the face of public discontent with the results of the reforms of the past two years. (Reuters)

MPs sound alarm over exodus from restless East

By SHEILA GUNN, POLITICAL CORRESPONDENT

DOUGLAS Hurd, the foreign secretary, was rebuked by British MPs yesterday for being "too sanguine" about the prospect of dictators taking power amid the turmoil in Central and Eastern Europe.

In a bleak analysis of the new era of instability rocking the new democracies, the House of Commons committee on foreign affairs said that the people had been left vulnerable to the appeal of plausible autocrats. The report also warned the British government of a resurgence of nationalist fervour in response to the potential flood of economic migrants out of the region.

In evidence to the enquiry, foreign office officials estimated that between one and seven million people might be moving westwards from the old Soviet bloc. The MPs said that, unless more assistance is given by the West to the new democracies, the magnet of the European Community could tempt hundreds of thousands, if not millions, of people from the East to "get up and go" looking for a better life.

Attempts forcibly to return those who are fleeing from either economic deprivation or political repression are likely to revolt public opinion, the MPs said. The report talks of the "darker side of

nationalism" in the emerging democracies, and they cite the rise of Jean-Marie Le Pen's National Front party in France and the Freedom party in Austria as consequences of the first waves of immigrants. The MPs recommend better protection for genuine asylum-seekers facing persecution in their homelands.

"If political reform fails or if the scale and violence of ethnic or other conflicts increase, then the countries of the EC may also expect the arrival of waves of refugees. Such large-scale migration would constitute a serious problem for all of the member states of the EC," the report said. For example, up to 150,000 Hungarians have fled Croatia; Hungary, in turn, has up to 50,000 refugees from Romania; there are thousands of Romanians in Czechoslovakia; in Poland there are about 100,000 Belorussians and Ukrainians.

In addition, the committee predicts that the United Nations peacekeeping force might have to be virtually permanently stationed in the area to control warring factions as instability was likely to continue indefinitely.

During the enquiry Mr Hurd told the cross-party committee, chaired by former Conservative cabinet minister David Howell, that he hoped the experience of totalitarian rule had "incubated" the peoples for the time being against the temptation of returning to such repressive regimes. However, the committee, which toured the region, disagreed, and foresaw the prospect of a slide into autocratic habits and a tendency to disregard the democratic niceties.

● **Brussels:** The European Economic Area, the fusion of the European Community and EFTA nations, has hit yet another snag on its troubled path to establishment (Tom Walker writes).

Having last week overcome the hitch of unclear legislation, the European parliament yesterday won a significant victory over the European Commission when it insisted that the new chapters of the treaty solving the legal hitch had to be returned to the European Court of Justice for approval.

House of Commons foreign affairs committee reports Central and Eastern Europe: problems of the post-communist era (Stationery Office £13.25)



Prayers answered: the Princess of Wales meets Mother Teresa of Calcutta at last yesterday at their fourth attempt at a retreat in Rome for the Missionaries of Charity. They talked privately for 20 minutes

Russian reforms add to jobless

FROM REUTER IN MOSCOW

RUSSIAN officials painted a grim picture yesterday of millions of citizens thrust into poverty by the government's "shock therapy".

Fyodor Prokopenko, a deputy minister of employment, said unemployment could reach eight million by the end of 1992, 10 per cent of the Russian workforce. "Government means might not be enough to pay unemployment benefits to all those registered," he added.

Ella Pamfilova, minister of social protection, said that 90 per cent of Russia's 150 million people now have an official monthly per capita income below 700 rubles — little over half the cost of a typical monthly grocery bill. "Living standards have fallen rapidly since prices were freed," she said. A Russian official in Frankfurt to discuss aid efforts said that 64 million citizens — invalids, the elderly, orphans, other child-

ren and refugees — were in need of special help.

Russia freed prices on many goods and services on January 2 as part of a move to a market economy, sending living costs soaring. Aggressive privatisation and the closing of loss-making enterprises are set to follow, swelling unemployment.

President Yeltsin has pledged to help the poor, but few details have been made public. He was due to appear on Russian television last night.

Egor Gaidar, the deputy prime minister, who designed President Yeltsin's radical reforms, said that the greatest threat to his market policies came from the possible breakdown of the fragile Commonwealth of Independent States. "The collapse of the CIS could act as a landslide that would blow up all of our reforms," he told the *Literaturnaya Gazeta*.

Rise of the rouble fools speculators

FROM BRUCE CLARK IN MOSCOW

FOR any Moscowite Rip van Winkle waking today, there is a sight even more incredible than the barist flag over the Kremlin: sane, ordinary people queuing to exchange hard currency for rubles.

In December, street-smart operators in Russia's top-heavy economy decided the rouble was about to crash. Savers emptied piggy banks to buy jewellery, sofas, televisions and, above all, dollars.

They were wrong to do so. Rates on the black market are nudging 50 rubles to the dollar, compared with 130 three weeks ago. On Tuesday, at the latest of the Russian Central Bank's weekly currency auctions for enterprises, the local currency jumped from 210 to 170 to the dollar. At the same time the amount of Western money put up for auction surged by about half to more than \$15 million (£10 million).

In response to these market

signals, the Central Bank adjusted its rate from 110 to 100 rubles to the dollar, the first rise for many months. The new conventional wisdom has it that it is all a deep, dark plot by the government and/or the mafia to strip the people of precious dollars and buy wooden rubles: soon the rouble will crash and/or a monetary reform will confiscate everyone's savings. Yet, plots or no plots, there are good fundamentals behind the rouble's rise.

First, the freeing of prices on January 2 attracted to ordinary shops — as opposed to hard-currency emporia patronised by the lucky few — a wider range of desirable goods. Second, businesses need rubles because of a credit squeeze and mounting wage bills. And, third, there is the psychological effect of Western interest in establishing a stabilisation fund to shore up the currency.

Serbia's banks bait hook for UN troops

FROM TIM JUDAH AND DESSA TREVISAN IN BELGRADE

SERBIA may not have won the war, but its banks have fired the opening salvoes in the battle to win the peace. Almost drooling at the prospect of the hard currency a United Nations force of 13,000 peacekeepers will bring with it, two of the republic's biggest banks are vying with each other to capture the UN accounts.

Beogradska Bank, formerly run by Slobodan Milosevic, the Serbian president, has been boasting that it has branches in Serb-held areas of Croatia and links to banks in New York, London and Paris. This, it says, will ease paying the "blue helmets".

Vojvodanska Bank has gone one further. According to Mirko Djuric, its director, it has a network of offices in the areas hit by the war and is able to perform all necessary banking services for the UN troops. Since areas "hit by the war", such as Vukovar in eastern Croatia, do not even have electricity, the cashing of even a Eurocheque seems a somewhat distant prospect.

The scramble for the UN accounts is by no means a topic of marginal interest, since millions of Yugoslavs have lost their hard currency in these self-same banks. Over the past year these bankrupt institutions have simply refused, or been unable, to pay hard currency, leading to hunger strikes and demonstrations by people who have lost their life savings. "Beogradska Bank — the biggest thief" read a placard at a recent rally. Foreign currency accounts are common in Yugoslavia because so many people have worked abroad and have always sent money home for their families and their retirement.

UN troops may decide that blue money-bills will be their safest option. Any advance party of UN accountants will do well to produce a troop guide to "what nois where". Croatian dinars circulate on one side of the front line, but Yugoslav dinars are still the currency on the other. In Serb-held areas of Croatia old Yugoslav banknotes no longer valid anywhere else are still legal tender.

Politicians in Bosnia and Macedonia have been re-entitled about whether they have their own currency ready to introduce. In response, Serbia's bankers have denied they are ready to retaliate with a Serbian dinar.

UN troops, beware: Yugoslav banks deliver less than they promise, and black marketers will have bales of the old stuff ready to unload at the most favourable of rates.

Germany waives Warsaw debts

Bonn: Germany, one of Poland's main creditors, said yesterday that it would forgive half of Warsaw's official debt to support the fledgling democracy's reforms.

The finance ministry said it had agreed with Polish officials to write off 50 per cent of Poland's 9.1 billion marks (£3.1 billion) official debt to Germany. The reduction will be made in two stages on the basis of a landmark agreement reached last March between Poland and the 16-nation Paris Club of government creditors to waive at least half of the country's total of \$33 billion (£18.6 billion) official debt.

Poland was recognised as a special case by the Paris Club because it is at the forefront of the transformation of Eastern Europe from communism to democracy and to free markets. (Reuters)

Chile welcome

Santiago: Erich Honecker, the former East German leader now living in Chile's Moscow embassy, is welcome in Chile if he is allowed to leave Russia, Edmund Vargas, acting foreign minister, said. Germany wants to extradite him. (Reuters)

Moving up

Paris: Serge Bolidevaix, aged 63, France's ambassador to Germany, has been appointed secretary-general, the top civil servant, of the foreign ministry here. He succeeds François Scherer, who was sacked with four others over the "Habash affair". (AP)

Greeks accused

Tirana: Albanians forcibly expelled from Greece on Saturday say they were tortured by Greek troops in the border village of Sajava in a systematic campaign to deter illegal immigration. They say people were burnt and some had limbs broken. (Reuters)

Toll mounts

Moscow: Fifteen people have been killed and 24 wounded this week in clashes between Armenians and Azerbaijanis in southwest Azerbaijan. The Itar-Tass news agency also reported Azerbaijani claims that Armenians also took 90 hostages. (AFP)

Truck stop

The European Commission has proposed heavy taxes and restrictions on truck traffic to tackle vehicle pollution. It has also suggested measures to promote cheaper "bio-fuels" such as ethanol and esterified vegetable oils, to counter the erosion of fossil fuels.

Art restricted

Prague: A crucifixion scene and six other works of art on show in southern Czechoslovakia have been covered and visitors restricted to those over 18 on the insistence of local Roman Catholic priests. They say they are obscene. *Rude Pravo* reports. (Reuters)

Flesh-creeping

Berlin: Dozens of film critics walked out of the world premiere here of *Hikarigoke*, a Japanese film about cannibalism among shipwrecked sailors. They found the film, directed by Kei Kumai and Japan's only Berlin Festival entry, too realistic. (AFP)

Smokers win

Stuttgart: The Baden-Württemberg state supreme court has rejected an application by two passengers to ban smoking on all domestic Lufthansa flights on the ground that the complaints of two infrequent flyers did not warrant a general ban. (AP)

Marseilles mud flies left, right and very far right

Even the French press, well used to political extravagance, finds the Marseilles campaign not to its taste, Philip Jacobson reports from Paris

LOCAL politics in Marseilles were always something of a blood sport, but the sound and fury now being generated in the run-up to next month's regional elections has shaken even seasoned observers. With leading candidates going straight for the jugular at every opportunity, the final campaigning will take place against an increasingly ugly background of alleged corruption and dirty tricks.

The confrontation involves three politicians heading their own list of candidates: for the Provence-Alpes-Côte d'Azur constituency, which is dominated by Marseilles. One of them, inevitably, is Jean-Marie Le Pen, leader of the National Front. Opposing

him on a broadly socialist ticket is Bernard Tapie, a wheeler-dealer, and Jean-Claude Gaudin, the local conservative kingpin.

A brief sample of the insults that have been exchanged between the three rivals provides the flavour of their style on the hustings. In M Tapie's view, "Le Pen is a swine and so is anyone who votes for him." According to M Le Pen, "Tapie is a slobbering cretin, full of wind." M Gaudin has accused M Tapie of "political gangsterism" while he and M Le Pen circle each other with hostile intent in search of the anti-socialist vote.

If there is a certain symmetry to these exchanges, it is explained by the rich stew of political feuding that has

marked Marseilles in recent years. M Le Pen and M Tapie have clashed repeatedly since both stood for constituencies there in 1988. The National Front leader's bitterness at being narrowly defeated in what he had assumed was a fairly safe seat was intensified when M Tapie — the millionaire owner of the city's all-conquering football team, Olympique Marseille — made it to the national assembly with the backing of President Mitterrand.

With the National Front now making progress in much of the country by exploiting the immigration issue, M Le Pen is exuding confidence about the outcome of the regional election in the Bouches-du-Rhône area lying around Marseilles.

Not long ago, he accepted an invitation to a live television debate with M Tapie, originally scheduled for next week. Most commentators expected it to turn into the political equivalent of

an all-in wrestling bout. This week, however, M Le Pen announced that he would not be participating because of the insults that M Tapie had directed at him and his party. An odd reaction from a politician for whom strong rhetoric has been a stock in trade, leaving the combative M Tapie to crow over his opponent's refusal to "face this test of truth".

As for M Gaudin, a former mayor of Marseilles who had protested bitterly about being excluded from the proposed debate, the main priority has been to dodge the mud being slung by both rivals after last week's arrest of one of his senior aides on corruption charges. Incensed by M

Tapie's lectures on political morality, which come at a moment when Olympique Marseille's finances are under scrutiny, M Gaudin has publicly denounced "the Tapie method, which is like a manhunt". As the brawl continues, it is attracting sharp criticism in the press, which is hardly unaccustomed to the electoral hurly-burly. Under the headline "Marseilles, or the art of gutter politics", *Le Quotidien de Paris* said that nothing in the city's rowdy past matches "the detestable level" of the debate.

A *Liberation* editorial dismissed the endless exchanges of insults as no more than the *borborygmes* — bowel-rumbling — of political mediocrities.

Establishment left looking foolish

New Hampshire turns tables again

FROM MARTIN FLETCHER IN CONCORD, NEW HAMPSHIRE

NEW Hampshire has a long history of delivering stunning upsets, and Tuesday's primary ranks with the best of them. Rarely has the Washington establishment — Republican, Democratic and chattering classes — been made to look so out of touch and foolish.

On the Republican side, an incumbent president who had seen off communism and won a foreign war was humiliated by a television commentator, Patrick Buchanan, who had never held office and had decided to run only ten weeks earlier. The Demo-

crats' victor was a man openly mocked when he declared his candidature last March. It was funny enough that Paul Tsongas had been out of office for eight years and that George Bush was at 91 per cent in the polls. The fact that he was also a Massachusetts Greek-like Michael Dukakis, the Democrats' reviled 1988 nominee, made him look plain ridiculous.

Mr Tsongas was the ultimate anti-candidate. He had no charisma, no looks, no money, no rousing rhetorical skills and a skeletal organis-

ation of political amateurs. As recently as Christmas his national approval rating was 2 per cent. What he did have was a single strong message whose time had come.

While his rivals offer populist "lollipops" such as middle-class tax cuts and protectionism, Mr Tsongas prescribed bitter economic medicine to an electorate suffering from 1980s excesses. His comic appearance and self-mockery pointed up his honesty and courage.

Mr Tsongas deserved a break and got two of them. Tom Harkin, the Iowa senator, entered the race, rendering meaningless his home state's caucuses and making New Hampshire, in Mr Tsongas's native New England, the first big test. Bill Clinton's campaign was then derailed by adultery and draft-dodging charges. Thus the Democrats' ugly duckling became their swan.

Mr Buchanan also seized the moment. He was one of many on the Republican right who felt betrayed by Mr Bush's drift. Economically battered, angry and conservative, New Hampshire was tailor-made for a protest challenge. The Buchanan campaign sprang almost overnight from telephone conversations with his sister in California and was a model of inspired improvisation crowned by his talent for communication. He and a dozen amateurs easily out-campaigned the accumulated experience of the Republican establishment.

Mr Buchanan wrote all his own speeches and undermined the president with a flow of words that distracted attention from his own of political extremism. Before his arrival in New Hampshire "those people in Washington behaved as if they did not care", he said. The administration had only begun to worry about New Hampshire's 50,000 lost jobs when their own were suddenly own the line. He mocked "King George's hollow army".

Mr Buchanan also had breaks. *The Manchester Union Leader*, the only statewide paper, waged an almost hysterical campaign on his behalf and the White House was ineptly personified.

Is pollsters never detected Mr Buchanan's true support. Mr Buchanan campaigned in New Hampshire while Mr Bush courted long-distance. Mr Buchanan aired non-stop advertisements showing Mr Bush making his 1988 "no new taxes" campaign pledge, while the White House "Rose Garden" strategy forbade mention of Mr Buchanan.

Loud and "ornery", Mr Buchanan electrified his audiences while the patrician Mr Bush had to importess in the form of Arnold Schwarzenegger, the actor. In the last days, Mr Bush handed Mr Buchanan a political plum by postponing his promised \$500-a-child rise in tax exemptions.

Mr Tsongas and Mr Buchanan, diametric opposites in politics and style, now face common obstacles. Their detractors argue that they will not sell beyond New Hampshire, that with 27 primaries in the next 30 days they lack the money, organisation and manpower to wage national campaigns. That may well prove the case, but New Hampshire has turned both these unlikely men into forces to be reckoned with.

Bush strategy, page 1
Bible-belt prophet, page 12
Leading article, page 13



Clinton: aides deny he is retreating south

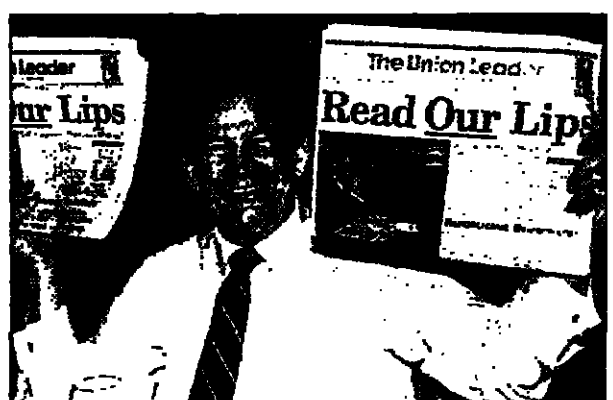
GOVERNOR Bill Clinton of Arkansas, declaring himself to be the "come-back kid", after his second-place showing in the New Hampshire presidential primaries, came home to the American South yesterday to parade his Southern credentials to an enthusiastic rally of supporters.

Many of those in his audience admitted they could neither spell nor pronounce the name of Paul Tsongas, the New Hampshire victor. Mr Clinton promised he would beat Mr Tsongas in the long run, and blamed media attention on his personal life for obscuring his economic message and costing him the first primary victory.

Mr Clinton has all the boy-next-door advantages in Georgia's March 3 primary that Mr Tsongas had in New Hampshire. His campaign, which has been working throughout the state since December, is endorsed by hundreds of local officials led by Senator Sam Nunn and Governor Zell Miller, who also addressed the rally at Cable News Network's centre in Atlanta yesterday.

At Mr Miller's urging, the Georgia primary was moved forward a week from the main southern "Super Tuesday" date of March 10. Georgia will be the first test of whether southern conservatives will overlook Mr Clinton's reputation for marital infidelities and unwillingness to serve in Vietnam.

His supporters hope he will pass that test with ease and go on to win back the momen-



Man of the moment: Pat Buchanan showing off newspaper headlines supporting his success

Buchanan's gain is Israel's loss

FROM RICHARD BEESTON IN JERUSALEM

ISRAEL'S economic lifeline from the United States may have been irreparably harmed by Patrick Buchanan's strong showing in the New Hampshire primary and the growing public support for his brand of "America first" nationalism.

Officials and politicians privately expressed fears last night that Mr Buchanan's anti-Israeli stance and his pledge to stop all foreign aid could influence the direction of the presidential race.

"America first means America first and Israel second, third or fourth — that is the basic logic," Zvi Rafia, an Israeli commentator on American affairs, said. "That

means that if in the past Israel was getting all kinds of generous help which sailed through the administration and congress — no more."

Mr Buchanan has established himself as the most vehement anti-Israeli figure in Washington, particularly after he described Congress as "Israeli-occupied territory" because of the strong influence of the pro-Israeli Jewish lobby on Capitol Hill.

The timing of the New Hampshire result could not have come at a worse moment for Israel, the largest recipient of US economic and military aid, amounting to \$3 billion (£1.7 billion) a year, and seeking extra funds.

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Double act: Susan Sarandon, left, and Geena Davis have both been nominated as best leading actress

Star performers: Warren Beatty, starring with Annette Bening in *Bugsy*, and Anthony Hopkins, right, playing Hannibal Lecter in *The Silence of the Lambs*, were both nominated for the best actor award

FBI is to study Dahmer

FROM CHARLES BREMNER IN NEW YORK

IN A step that mirrors the plot of the film, *The Silence of the Lambs*, the FBI plans to probe the mind of Jeffrey Dahmer, the serial sex-killer who was sentenced this week to life imprisonment without parole for the murders of 15 young men in Wisconsin.

"We hope he will want to talk to us at some point," Thomas Salp, head of the FBI's investigative support unit, said, confirming that the agency believes it could benefit from questioning Dahmer about the fantasies and obsessions that drove him to torture and even eat some of his victims. "The crimes are always in some way related to the personality of the killer," he added.

The interviews would be part of research into serial killers to help the FBI to offer characteristics and traits when next they investigated similar crimes, he said. In *The Silence of the Lambs*, Hannibal Lecter, a homicidal genius played by Anthony Hopkins, helps an FBI agent, played by Jodie Foster, to enter the mind of a similar serial killer.

Anthony Hopkins tipped to win top Oscar award

Anthony Hopkins carries the flag for Britain in the Oscar nominations, William Cash writes from Los Angeles

FEW odds-on certainties emerged from the nominations for the 64th Academy Awards in Hollywood yesterday, leaving it one of the most open Oscar races in years.

The winners will be announced on March 30. In another dismal year for British films, Anthony Hopkins receives his first Oscar nomination for his portrayal of the diabolical Hannibal Lecter in *The Silence of the Lambs* and is widely tipped to win the best actor award. Jonathan Demme's chilling thriller is nominated for a total of seven awards.

Bugsy, starring Warren Beatty, tops the list with ten nominations. Walt Disney's *Beauty and the Beast* received six nominations, including that for best picture, making it the first fully animated feature film to achieve this distinction.

Also a strong favourite for best picture is *The Prince of Tides*, starring Nick Nolte and Barbara Streisand, who is not nominated for the best director award.

The controversy surrounding Oliver Stone's *JFK* did not prevent it picking up eight nominations including best picture, although it is more likely to be for best director. Aged just 23 when his surprise hit

Boys n the Hood was released, John Singleton replaces Orson Welles, who was 26 when nominated for *Citizen Kane*, as the youngest director ever nominated.

Thelma & Louise, the feminist version of *Butch Cassidy and the Sundance Kid*, picked up six nominations including best leading actress for both Geena Davis and Susan Sarandon. Perhaps the clearest favourite for best actress to Susan Sarandon, *Thelma & Louise*.

The Oscar nominations came at the end of a long and expensive campaign by the big studios to woo the 4,900 voting members of the academy with glossy advertisements in the *Hollywood Reporter* and *Variety*. The film companies behind *Bugsy* and *JFK* are estimated to have spent the most on Oscar publicity this year.

The main nominees are: Picture: *Beauty and the Beast*, *Bugsy*, *JFK*, *The Prince of Tides*, *The Silence of the Lambs*.

Actor: Warren Beatty, *Bugsy*; Robert De Niro, *Cape Fear*; Anthony Hopkins, *The Silence of the Lambs*; Nick Nolte, *The Prince of Tides*; Robin Williams, *The Fisher King*.
Actress: Geena Davis, *Thelma & Louise*; Laura Dern, *Rambling Rose*; Jodie Foster, *The Silence of the Lambs*; Bette Midler, *For the Boys*; Susan Sarandon, *Thelma & Louise*.
Supporting actor: Tommy Lee Jones, *JFK*; Harvey Keitel, *Bugsy*; Ben Kingsley, *Bugsy*; Michael Lerner, *Barton Fink*; Jack Palance, *City Slickers*.
Supporting actress: Diane Ladd, *Rambling Rose*; Juliette Lewis, *Cape Fear*; Kate Nelligan, *The Prince of Tides*; Mercedes Ruehl, *The Fisher King*; Jessica Tandy, *Fried Green Tomatoes*.
Director: John Singleton, *Boys n the Hood*; Barry Levinson, *Bugsy*; Oliver Stone, *JFK*; Jonathan Demme, *The Silence of the Lambs*; Ridley Scott, *Thelma & Louise*.

Diary, page 12

Kashmir marchers will defy Pakistan

Delhi: India and Pakistan are maintaining a heavy military presence on either side of the Kashmir ceasefire line amid renewed threats of an attempted mass border crossing in support of an independent, reunited Kashmir (Christopher Thomas writes).

Islamabad is divided over how to respond to the threat, having already been forced into the absurd position of shooting its citizens in defence of a border it has consistently said should not be there. The Jammu and Kashmir Liberation Front says it will lay siege to the border again on March 30. This time, the government may be reluctant to use the brutal tactics of last week.

The liberation front, which launched the violent secessionist movement in the valley nearly three years ago and was responsible for last week's border assault, was trained and supplied by Pakistan. But this is no longer the case. Pakistan has shifted its favours to fundamentalist groups. Islamabad's authority on its side of Kashmir is therefore being challenged by the very organisation it helped to launch.

Koreas enter 'new era'

London: Television viewers on both sides of the 38th parallel dividing North and South Korea saw their leaders sign treaties initiating a new era of peace in the peninsula (David Watts writes).

The ratification of non-aggression and non-nuclear pacts in Pyongyang has given rise to a feeling of optimism about reunification, which has been reinforced by a newspaper photograph of President Kim Il Sung, North Korea's "Great Leader", and Kim Woo Chong, head of South Korea's Daewoo conglomerate on the front page of the North Korean communist party newspaper.

Clerk accused in Ward case

Nairobi: The revenue clerk who took Julie Ward's entry fee at the Masai Mara game reserve was accused of abducting and imprisoning her by the defence in the trial of two park rangers for the 1988 murder of Miss Ward (A Correspondent writes).

Under cross-examination yesterday, David Nchoko, the clerk, admitted that he had made a "mistake" and lied to the police about forging the register in which visitors' names are recorded.

Punjab doubts

Delhi: Turnout in Punjab's first elections for seven years was less than 30 per cent, casting doubt on the prospects of the state government that is due to take office later this month. Sikh extremists threatened to shoot anyone who voted.

Vote swing

Johannesburg: South Africa's far-right Conservative party was expected to win an important by-election at Potchefstroom in western Transvaal, signalling growing white opposition to President de Klerk's reform process. A record turnout was predicted.

Taught a lesson

Martinsburg, Vermont: A court here ordered Sheryl Williams to spend five weeks with her son in a classroom of eight-year-olds at Berkeley Heights school because the boy, who is a pupil there, has missed 100 days of school in three years. (AP)

Prize-winning author writes off the monarchy

As the Queen begins her tour of Australia, Joanna Pitman watches writer Thomas Kenally struggle to inter students in republicanism

AS THE Queen and the Duke of Edinburgh recovered in Admiralty House yesterday from a 21-hour flight to Australia, Thomas Kenally, winner of the Booker Prize and a prominent republican, was trying to persuade freshers at Sydney University to join the Australian Republic Movement (ARM).

Standing in the full sun, his forehead gleaming with sweat, he addressed a motley bunch of teenagers, most of whom had been lured by an earlier display of sexy jiving and had lingered on to eat their lunches. "The time has come for Australia to become a republic," said Mr Kenally. "Even today, we still look like some kind of colony. We must cut our ties with mother. We must have an Australian-appointed Australian head of state, not a British monarch who

becomes Queen of Australia only when she turns up here. Now is the time to stand on our own two feet." Most students seemed more interested in their pies than in republicanism.

Having tempted only 1,000 Australians into its ranks since it was founded last July, ARM cannot claim to be anything but marginal. But Mr Kenally insists that the young generation sees a republic as the obvious step forward for Australia. "We will lobby for a referendum on the subject by 2001 and we will win." Students peeling off to investigate a yoga display

were unconvinced. "Mr Kenally may be a famous man, but he has a long way to go before he can persuade Australia to sack the Queen," said a young mathematician.

Fortunately for the Queen, ARM is not channeling its energies into stationing tomato-lobbing teams at strategic points during her seven-day tour. "When a mature child leaves home it does not go slamming the door and punching mother in the face," explained Mr Kenally, who says he has the greatest respect for the Queen and would like to



case her out "without any rancour"

Lobbying for ARM and the many other nascent republican lobby groups is hampered by a lack of serious debate. Extremists in the two camps have merely lined up to trade insults, goaded by a press which sees sales jump with every Royal irreverence.

In the blue corner, Bruce Ruxton, the deputy national president of the Returned Services League, a 250,000-strong band of ex-servicemen and servant monarchists, declares that the republicans should be charged with treason. "Anita Keating (the prime minister's wife) didn't even curtsy to the Queen, but they all bow to the Japanese when they come calling. It's British-bashing, that's what it is."

In the red corner, trying to raise the populist banner to a more intellectual level, is Malcolm Turnbull, the lawyer in the *Spycatcher* case. He wants a republic for the sake of "a better system of government, whereby our head of state represents Australia, unequivocally and full time, not a monarch from a different country with this bogus

title of Queen of Australia." Mr Turnbull proposes retaining the Westminster system of parliamentary government but adding a president appointed for a five-year term by the government of the day.

Despite the flurry of media coverage and a threat by five vote-hungry MPs to stage a boycott when the Queen opens the 50th parliament of New South Wales today, most Sydney residents still seem thrilled at the sight of the Queen. A solid national majority of around 60 per cent favours retaining the monarchy. More than 20 postwar polls offering an explicit choice between republic and monarchy show that monarchists have never been in a minority, and that only in 1973 did support for the monarchy sink to 50 per cent.

Hardline challenger worries Likud

Rabin wins votes in fight to lead Labour

FROM RICHARD BEESTON IN JERUSALEM

THE course of this summer's Israeli general election was being determined last night when Shimon Peres, the leader of the opposition Labour party, fought a fierce, rear-guard action against Yitzhak Rabin, his long-standing rival, in the party's leadership poll.

"If Peres remains in power, then we will have a very boring and very easy election," said a senior member of the ruling Likud party who is close to Yitzhak Shamir, the prime minister. "If Rabin wins, then we can expect to have a real fight on our hands."

His assessment appeared to confirm the general perception that only Mr Rabin, one of the most popular and charismatic figures in Israeli politics, is capable of reversing Labour's downward spiral and of defeating Likud in the general election due to be held on June 23.

Likud is to vote today in its own leadership race, but Mr Shamir is unlikely to face any real competition from David Levy, the foreign minister, or from Ariel Sharon, the housing minister.

Under Labour party rules, the successful candidate needs at least 40 per cent of

the votes to become party leader. An opinion poll taken among Labour supporters on Tuesday revealed that 46 per cent supported Mr Rabin, while only 39 per cent backed Mr Peres. The remaining support went to two other challengers: Ora Namir, who obtained 12 per cent, and Yisrael Kessar, the leader of the Histadrut labour federation, who was trailing with only 3 per cent.

"I believe that I have the best chance of defeating Likud," said Mr Rabin, who headed Israel's armed forces when they crushingly defeated Arab armies in the six-day war of 1967. "This is because of my experience as chief of staff, defence minister and premier, and of course because of the mood in my favour among the voters."

His confidence did not seem misplaced, since a recent opinion poll suggested that a Rabin-led Labour party would defeat Likud at the polls by 36.5 per cent to 28 per cent. By contrast, if Mr Peres remains party leader Likud would win by 32 per cent to 27 per cent.

Mr Rabin owes his populist reputation to his hardline policies on defence and security needs, exemplified by his

tough handling of the Palestinian intifada in 1987, when he was defence minister. He is regarded as the only figure of the left capable of negotiating peace with the Arab states without compromising Israel's security.

Although Mr Peres can rightfully claim a good political pedigree and is much respected internationally, particularly for his handling of the economy when he was minister of finance, he continues to have a credibility problem with the electorate, which suspects that he is over-eager to offer concessions in order to make peace with Israel's Arab neighbours.

"My motto is that it is forbidden to despair and show lack of patience," said Mr Peres, who is known for his skilful manoeuvring within the party. "I am the person who can lift the country out of the difficult situation and move it towards the 21st century. Israel needs courageous, energetic leadership."



People's favourite: Yitzhak Rabin is fighting Shimon Peres for the leadership of Israel's Labour party, which polls say only he could lead to victory in June

PEOPLE

Marcos offers to play mother

Imelda Marcos, the former first lady of the Philippines, says the presidency is a woman's job and is offering herself as a mother for "all forces" in the islands. The widow of the late dictator Ferdinand Marcos, one of eight candidates running in the May presidential elections, told businessmen in Manila: "The ultimate role of a woman is to be a mother. The presidency is something natural for a woman."

Hazel Hawke, wife of Bob Hawke, the former Australian prime minister, had a benign tumour on her pituitary gland successfully removed yesterday. "Doctors are very happy with the operation and hoping for a swift recovery," said a spokesman for Mr Hawke, who was at his wife's bedside in Sydney.

Prince Bernhard of The Netherlands said the European Community should come up with a joint strategy to ensure the success of the Rio de Janeiro Earth summit in June. "The single effort of one country in Europe is not enough," the prince said after

meeting President Salinas de Gortari of Mexico. "We are endorsing a tax plan to improve the environment in Holland, but if Belgium, Germany, England and others don't it will be no good."

The actress Jane Fonda, aged 53, and her husband Ted Turner, the head of Cable News Network television, have contacted a gynaecologist famous for obtaining pregnancies in women beyond normal child-bearing age. Severino Antinori, director of the international centre for human reproduction in Rome, said he had been asked for an appointment.

Keith Floyd, the television chef, is furious after British Telecom put up signs telling motorists they were closing the only road to his village pub and restaurant in Tuckenhay, Devon, for two weeks for repair work to telephone lines. He is demanding compensation for lost trade caused by the signs. A BT spokesman said new notices would now be put up saying access to the village was still possible, while barring through traffic.

UN warns Saddam over arms

FROM JAMES BONE IN NEW YORK

IRAQ is heading for a showdown with the United Nations over its failure to abide by the terms of the Gulf war ceasefire.

The Security Council issued a warning yesterday of "serious consequences" if Iraq continued to refuse to cooperate with the UN plan for an indefinite monitoring of its arms industry. Diplomats also expressed concern about Iraq's blockade of the Kurdish north of the country, and its failure to make a limited, UN-approved oil sale to finance relief efforts.

Rolf Ekeus, head of the UN commission charged with disarming Iraq, is to visit Baghdad to secure Iraqi compliance with the UN plan to monitor its weapons production capacity. Britain, France and America are also planning to send a stiff message to Baghdad about the Kurdish blockade.

The confrontation is likely to come to a head early next month when Iraq sends a delegation led by Tariq Aziz, the deputy prime minister, to address the council.

● Geneva: Hundreds of thousands of Iraqis are victims of human rights violations under President Saddam Hussein, a report by a special UN investigator said. "Since the second world war few parallels can be found for such violations." (AP)

Letters, page 13



Lebanon prepares for war

FROM ALI JABER IN BEIRUT

SOUTH Lebanon was pervaded with an atmosphere of impending war yesterday amid fears that Israel was about to invade Lebanese territory to curb the rocket attacks on its northern border settlements.

The Beirut government, alarmed by the pace of developments, met in emergency session and ordered army units deployed along the border with Israel's security zone in the south to defend their positions and return fire in case of Israeli attack. It also sent Michel al-Murr, the defence minister, to Damascus to seek Syria's military assistance in case Israeli troops thrust into the country.

Yesterday rocket attacks on Israel and Israeli artillery strikes on southern Lebanon — in which at least three people died — continued in the aftermath of the killing of Sheikh Hussein Moussawi, the Hezbollah leader, in an Israeli helicopter attack on Sunday.

Libya hoards food to beat sanctions

FROM JOHN PHILLIPS IN TRIPOLI

SCORES of ships queued outside Tripoli yesterday to deliver food ordered by Libya to prepare for possible sanctions. At the same time an aide to Yasser Arafat, leader of the Palestine Liberation Organisation, briefed Colonel Muammar Gaddafi on a PLO investigation "exonerating" Libyans of responsibility for the PanAm bombing over Lockerbie.

Western diplomats believe the ships' cargoes are being stockpiled as a result of the passing of UN Security Council Resolution 731, which raised the spectre of trade sanctions against Libya for refusing to hand over two Libyans accused by Britain and America of carrying out the 1988 bombing that killed 270 people.

Tripoli-based diplomatic sources are sceptical of official accounts attributing the unusually high level of shipping activity to preparations for Ramadan, which starts next month, when trade will shrink to a trickle because of the month of daytime fasting involved. "Ramadan takes place each year, but it's never been as busy as this before," one Western envoy said.

Libya produces a million barrels of oil a day, but is dependent on imports for

many other commodities and foods. Libya is also believed to have begun moving capital out of European bank accounts to Arab and Asian institutions, sources said. But European diplomats here have dismissed an American report suggesting that Colonel Gaddafi is putting the country of 4.5 million inhabitants on a "war footing" to try to repulse any new US military attack. "Libyans saw from the war against Iraq that whatever defence preparations they could make would be useless against sophisticated American technology," a European diplomat said.

Observers have seen signs that Libya's armed forces are building new shore defences. Some sandbagged gun positions have been set up at key buildings in Tripoli, but diplomats believe these are token gestures by the army, whose officers want to be seen to be doing something, no matter how symbolic.

There has also been speculation that Libyan officials might be considering using some 14,000 Westerners working in Libya as a bargaining counter if sanctions were to be introduced. Between 5,000 and 6,000 of the Westerners are Britons.

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A prophet for the Bible-belt

The Buchanan bandwagon is gaining pace, says Peter Stothard in Atlanta

The battle of New Hampshire is over. The battle for the South has begun. With those words the triumphant Republican challenger, Patrick Buchanan, put his first success behind him and set off for the campaign which will decide whether he heads a protest or a movement.

Metaphors of war are much-abused in the language of politics, but there are none better to describe the progress of the conservative journalist and White House speechwriter who on Tuesday won 40 per cent of his party's vote against the man who was once the most popular president in history. Last week, when Mr Buchanan said that "King George led a hollow army", George Bush's men could laugh, admiring the words but not believing them. Yesterday, they looked at their organisation of worthies here in Georgia, where the next vital vote is to be held on March 3, and wondered.

At Mr Buchanan's southern headquarters, where national attention will soon focus, the Bible is open at the Book of Jonah. His workers here, led by Jack Thrift, an ascetic veteran of Seventies campaigns against the "peanut packer" Jimmy Carter, regard Mr Bush's Washington as a city of wickedness to match Nineveh, "wherein are more than sixscore thousand persons that cannot discern between their right hand and their left hand".

Political director John Bates wears a military tie and blazer with a Wedgwood tiepin of the emperor Tiberius. "Washingtonia delenda est", he says, urging a Carthaginian fate for the American capital. As the votes came in on Tuesday night, Mr Buchanan's generals held a "victory party" at an airport hotel. It was hardly celebratory — Diet Coke, damp pretzels and grim faces — but it made up in seriousness what it lacked in spark.

Officially the president is said to take comfort from the difference between economically oppressed New Hampshire, where the unemployment rate is 8 per cent, and Georgia, where it is only half as high. But although Atlanta, city of Coke, CNN and the 1996 Olympics, has prospects such as New England has not seen since the 19th century, the sense of the president's personal economic failure is no less palpable here than in the north-east.

In the next two weeks, Mr Bush will make much more of his leadership of the Gulf war, hoping to exploit Mr Buchanan's hostility to Operation Desert Storm in a state which is one of the nation's most militarist. But this too may be difficult. The Gulf war is seen by many as a failure which left Saddam Hussein stronger than the man who defeated him.

Much of the economic pain in Georgia comes from cuts in the military budget. Mr Buchanan will present himself as a fierce defender of America, facing a president who wants to defend the rest of the world. Unlike Mr Bush, Mr Buchanan need not be specific about which Georgia-based weapons programmes will be cancelled. Republican voters in Atlanta are more idealistic about "leadership" than those in New Hampshire. The New Englanders wanted their economy mended, much as a helpless householder might plead for a plumber. Here they are looking for principled generalship, a chance to link their pride in where they have come from to a vision of where they are going. So far, that has not been the forte of the 41st president.

Some of the Georgian ideals have ugly edges. Mr Buchanan will make much more here of his charge that the president backed a bill allowing "racial quotas" in employment. In a state with a black population some twenty times that of New Hampshire, this charge will resound all the stronger. As many in Atlanta will remember, Georgia primaries were "whites only" long after blacks won the vote.

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This will certainly help Mr Clinton, who has a massive organisation here, its office walls covered with activist endorsements and rooms full of "Vote Clinton" poster-painting parties in which every letter "O" becomes a pink Georgia peach. A call to Paul Tsongas's headquarters yesterday produced only a recorded message that "the mail box is full; please try later".

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Buchanan: is he leading a protest or a real challenge?

David Pannick welcomes yesterday's Court of Appeal ruling that a council cannot sue for libel

Lord Justice Goddard recognised in 1942 that libel law "adds a terror to authorship". The Court of Appeal yesterday imposed some welcome controls on those terrors by ruling that local and central government cannot sue for libel.

London is the libel capital of the world. In no other jurisdiction does the law give so much encouragement to litigation by second-rank politicians, entertainers who will never again top the bill, and businessmen who prefer flattery to independent investigation. Where the allegations concern the activities of government, the libel law raises important questions about freedom of expression in a democratic society.

In September 1989 *The Sunday Times* published articles questioning the propriety of investments made by Derbyshire county council from monies in its superannuation fund. Libel actions were brought by the council, Mr David Bookbinder (then leader of the council) and Mr Owen Oyston, a businessman. Last October *The Sunday Times* apologised to Mr Oyston and paid his damages and costs in settlement of his action.

Chaining Big Brother

The Court of Appeal accepted the argument of Anthony Lester QC for *The Sunday Times* that where English law is uncertain, it should be interpreted consistently with the European Convention on Human Rights. Whether a local authority could sue for libel was unclear. So the court had regard to Article 10 of the Convention, which prohibits any interference with freedom of expression except where necessary in a democratic society.

Applying the criteria stated by the European Court of Human Rights, the Court of Appeal concluded that there was no "pressing social need" for a local authority to have a right to sue for libel. It could sue for malicious falsehood if it could establish that the newspaper published the article with knowledge of its falsity.

While politicians debate whether to incorporate the Convention, decisions of the European Court are being studied and applied with increasing regularity by English judges, who are understandably anxious to ensure that fundamental rights are respected.

Critics of the judiciary should note that the judgment of the Court of Appeal is another demonstration of how English judges are well able to articulate a liberal philosophy based on human rights.

Whether the comments made by *The Sunday Times* about Derbyshire county council were true or untrue, fair or unfair, it would be intolerable if the law were to permit an organ of government to seek to inhibit and penalise its critics for what they say about its activities.

As Lord Justice Balcombe noted, if a local authority could sue for libel, so could central government. This would have serious adverse effects on our liberties.

Only by exercising the right to discuss, dispute and dissent can we hope to understand what is true

and to identify what is error, inefficiency or plain corruption in government. Moreover, it is futile to boast of democracy accountable to the people if we are prevented from learning and criticising what is being done on our behalf by those who govern us.

Thomas Jefferson was only slightly exaggerating in 1797 when he stated that he would prefer newspapers without government to government without newspapers.

Because of the public interest in "open discussion of political issues", the European Court held in the Austrian case of Lingens in 1986 that the limits of acceptable criticism are "wider as regards a politician as such than as regards a private individual". Unfortunately, the Court of Appeal was not asked to rule that Mr Bookbinder should be allowed to sue for libel in respect of criticisms of his conduct as a councillor only if he could establish malice.

Such a reform is necessary

because, as the United States Supreme Court noted in a 1964 decision cited by the Court of Appeal, the rule prohibiting libel actions by government could otherwise be sidestepped by lawsuits brought by the officials of whom the government is composed.

The Supreme Court was rightly concerned that "would-be critics of official conduct may be deterred from voicing their criticism, even though it is believed to be true, and even though it is in fact true, because of doubt whether it can be proved in court or fear of the expense of having to do so".

In 1965, Lord Justice Russell complained that "the law of libel seems to have characteristics of such complication and subtlety that I wonder whether a jury can readily distinguish their heads from their heels". There is some way to go before libel law ceases to lower the reputation of the legal system in the minds of right-thinking people. But the Court of Appeal has made a start, with a simple but necessary reform.

The author is a practising barrister and a fellow of All Souls College, Oxford.

Small items make a splash

How many of you know that my middle name is Autolycus? I have just snapped up a couple of ill-considered trifles. They are both what in newspaper parlance we call "Nibs", which is an acronym for "news in brief", and brief these certainly are. Here is the first:

Supplies of condoms to Egypt have been cut off by the United States after reports that millions were resold as balloons.

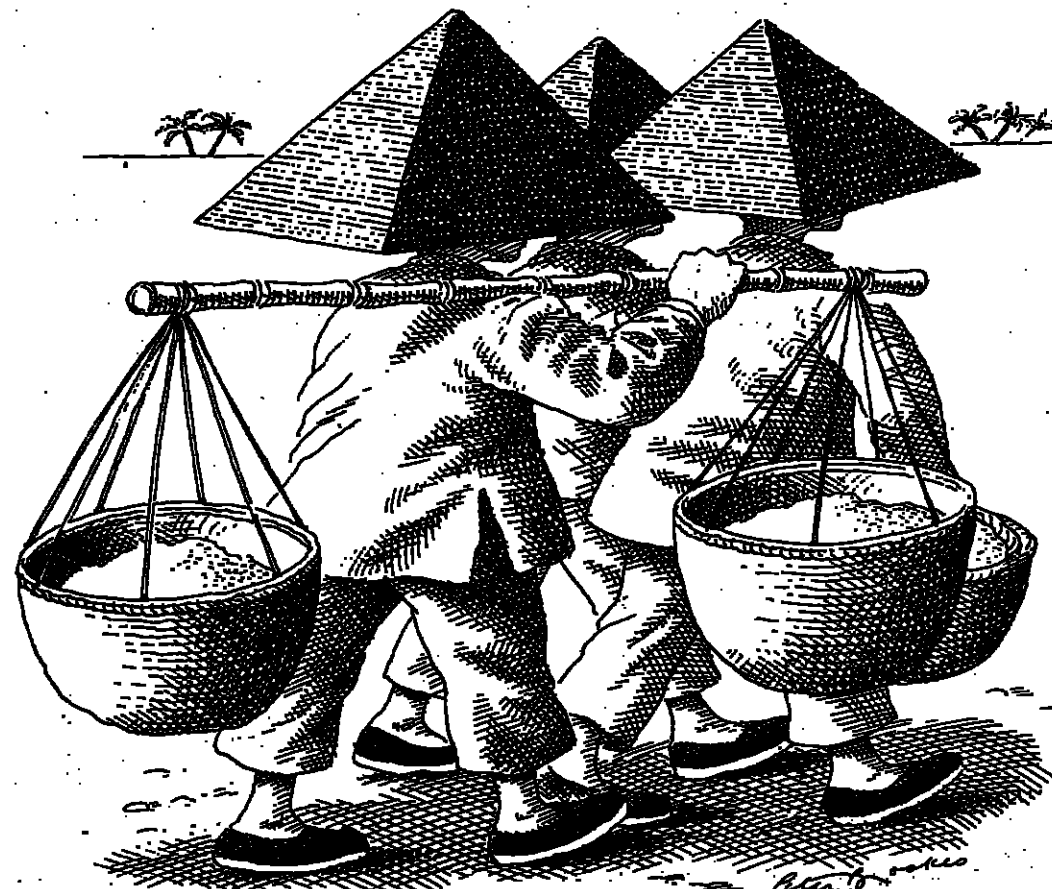
And here is the other: Chinese officials have seized 170,000 pairs of fake Levi jeans in a crackdown on counterfeiters.

Let us consider each of these items calmly. First, the condoms. We must all begin by admitting that we did not know that the United States had been sending millions of condoms to Egypt — so many, indeed, that there were millions left over to use as playthings. But it is not clear why the United States has been showering Egypt with condoms.

Perhaps the manufacture of full-strength condoms is but in its infancy in Egypt, so that the more advanced United States has taken pity on the backwardness of the recipient. But there is another puzzle. The statement said that the condoms were "resold" as balloons. But surely the American generosity does not consist of giving with one hand and taking back with the other; did they really sell them to the Third World? That would only deepen the mystery, for if the Egyptians bought the condoms, they could thereafter do whatever they liked with them.

There are no clues as to who was selling the balloons, much less who was buying them. It is all very well to say that balloons are popular, harmless and beloved of children and of the children in all of us, but we are dealing here with millions; has the entire population of Egypt gone plain barny about balloons, now spending all its time blowing them up, knotting the necks, and throwing into the sky for the passing currents to take them whither they may? If so, it is no surprise to learn that Egypt is not only unable to make or even buy its own condoms, but inexcusably frivolous as well.

Let us leave this conundrum for a moment, and go on to an item that may well prove even more odd



Bernard Levin is seduced by the briefest news stories

It is the Great Condom Mystery. It is the news from China not only that the authorities have seized 170,000 pairs of fake Levi jeans, but that they have done so as a warning to counterfeiters.

First of all, what is a fake pair of Levi jeans? As I understand these matters, jeans are the simplest and most egalitarian items of clothing. Why would anybody counterfeit them? More extraordinarily still, how would they counterfeit them? What, indeed, can counterfeit mean in this context? Apart from anything else, if somebody is counterfeiting them, how is it possible for anyone to know which is the genuine article and which the copy. Don't say "the label", for heaven's sake; if someone can counterfeit a couple of yards of

cheap cloth, he can surely have thought one step further and counterfeited the bit which says "Accept no imitation". But then it gets like a hall of mirrors; which is the real thing and which the fake, and which faked label is being put on which real (or imitation) pair of jeans?

But that is only scratching at the surface of the enigma: if there are such things as counterfeit Levi jeans, and the Chinese authorities go so far as to worry about this trade, what did the counterfeiters think they were doing with no fewer than 170,000 pairs?

I do not wear jeans; but inquisitive I am. When I heard about this, I took from my wardrobe a pair of linen trousers which I guessed must weigh roughly the

same as a pair of jeans, and weighed them. Then I multiplied the result by 170,000. The answer was more than 75 tons, and as for the volume, it was stupendous. Where did they keep such quantities, and how did they think they could conceal their fakes?

Then again, assuming the storage problem could be solved, what about the retail side of the business? I have never been to China, but I have seen many photographs and television programmes featuring Chinese people, and the standard dress from the waist down does indeed seem to be something like a pair of jeans. Now I cannot believe that a pair of regular jeans, honestly come by, would cost more than a tiny sum. But if I cannot believe that, I have a very much

greater leap in incredulity to take, because if the ordinary Chinese cheap jeans in the stores are available, and someone thinks it would pay him to make 170,000 pairs of fake Levi jeans, the only possible conclusion is that your average Chinese peasant is so fashion-conscious that he or she ignores the state-run emporiums and flocks to the under-the-counter contraband, there to buy a fake pair of real Levis with which to go one up on the neighbours.

Let us go back to the balloons, *mes* condoms. For a moment, it occurs to me that if a pair of cheap Chinese jeans would cost no more than a trifle, then *a fortiori* a balloon, whether a real one or a condom makeshift, could only have on it a price-tag so modest that it would hardly be worth the retailer's trouble to stock it. Now if the mystery of the jeans comes down to the wearers insisting that they must be absolutely *à la mode*, can it be that there is status to be got in Egypt with a condom for a balloon instead of the more traditional toy? If so, we shall all be obliged to revise our impressions of the Third World pretty sharply, lest we shall be travelling in, say, Africa, and stop to inspect a grass hut, only to be told by the proud owner that the grass came from the cuttings of Wimbledon at championship time.

Is there any way the condom-sellers can get together with the jeans-fakers, with mutual profit to them both? For instance, it is well known that the Chinese are keen on kites, and adept at flying them; could some sweet-talking Egyptian salesman convince them that condom-balloons are even more fun? Or look at it the other way: if we can tempt the Chinese authorities to turn a blind eye to the jeans-faking ("mind you, I've said nothing"), and content themselves with, say, a 15 per cent rake-off, Levin is indistinguishable from the real thing could be the newest Egyptian fashion sensation, which would obviously be good for trade between China and Egypt. As for the Americans, who started this, they need not fear an unsaleable quantity of condoms; all they need to do is to rain them down on Colonel Gaddafi.



...and moreover

PETER BARNARD

I do not, at time of writing, have plans to visit the International Spring Gardening Fair, albeit that this worthy project, announced yesterday, will be organised by the Royal Horticultural Society and News International Exhibitions. I do not doubt that my attitude will undergo revision, and not only on account of the second sponsor and its familial link to the fettle of my bank account, but right now I am disinclined to admit any interest in matters green, much less matters vaguely rural. I am miffed, if you want it in a word, having just returned from a visit to the Times office.

They are all very kind. They approach me at the coffee machine and while I am negotiating a cup of number 13, a coffee formulation which I have in vain urged on J. Sainsbury, they ask me how it is going. The question is loaded but the trigger is never quite squeezed.

They mean how is it going working from home? They mean how is it going working from home in Wiltshire? They mean: you poor sod, how long before you crack? Sometimes they hedge about the central question with jokes. They ask, for example, about silage prices. I do not even know what silage is, much less its price per kilo (or possibly, litre) and sometimes they couch the question in what they take to be a rural accent.

Odd. They never did this before, even though I am the only person I know with a

vaguely rural accent, the consequence of having been born in Cornwall and brought up in Devon. But this is not why people waiting for number 13 to do its work so that they can get at number 41 speak to me of silage in long vowels and rolled consonants. Their underlying purpose is to discover how the devil one keeps in touch. This is not a question addressed to those who commute from deepest Kent or that flat place, whaddayacallit, Essex? Essex. To be out of touch you have to live the same travelling time from London, but with the compass pointing west.

The last time I interviewed the prime minister we touched on this strange phenomenon. You will have noticed that the prime minister has a slight burr to his voice, sufficient to suggest he has a rural connection somewhere. "Mr Callaghan," I said, "do you find yourself disadvantaged in negotiations with the IMF by its officials' habit of making behind-the-hand references to you as a backwoodsman?" I forget his reply and cannot look it up in the cuttings because the interview was spiked by the editor. "Callaghan irrelevant" he scrawled across the copy, somewhat cruelly in my opinion. With judgment like that, I do not see how Rees-Mogg can be long for the job.

Not that politicians are any different. We hardly ever see anyone from one of the major parties, something the Liberals have not been tardy in exploiting. Until his demise a few

months ago, you could hardly get to the bar of the local pub for sycophantic Young Liberals surging round Mr Thorpe, their charismatic leader. A call to Wiltshire as the seedbed of his party's renaissance. No fool he. But of Callaghan and Thatcher there has been no sign whatsoever.

Of course I am in a no-win situation, to use the current vernacular. As President Carter will soon discover, boasting about the in-toughness of an artery is a difficult, *er*, art. Making a virtue of the boondock is a policy with a short shelf-life. You are forced onto the defensive, obliged to explain new-fangled devices such as desk-top publishing and electric trains. This carries the risk of seeming to protest too much.

For example, last week I was in London to see the new Lloyd Webber. Evidently how many of these so-called metropolitan sophisticates, I asked number 41, have seen that? Number 41, a callow youth, seemed not to have even heard of it, let alone seen it. Probably couldn't find a bus, given the state of the GLC.

One thing though: don't label me as a professional advocate of the rural idyll. Tired of London I am not. Nor shall I push things too far, unlike a friend of mine in the same business who has just moved to Brittany, reckons Brittany is as in touch as Maidstone, or will be with the Channel tunnel. A Channel tunnel, I said to him. Dream on, I said. You really must keep in touch, old boy.

Drawn at dawn

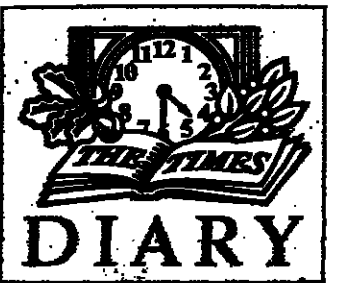
IN an incident reminiscent of the pages of Baroness Orczy, it has emerged that an English soldier fought a duel in defence of the honour of Field Marshal Montgomery 33 years ago.

The duel, which has gone unrecorded until now, was fought with swords in San Marino early in 1959. Its origins lay in a diplomatic incident between Britain and Italy, involving not only the field marshal, but also Selwyn Lloyd, the foreign secretary, and the Italian prime minister, Fanfani. It ended in the cold dawn light with a Sicilian lawyer receiving a sword wound in the arm.

The affair began with the publication of Monty's memoirs, where he accused Italian soldiers of fighting less than heroically. The Italian prime minister protested, letters were exchanged between governments and Monty had to issue an "explanation".

Even that failed to satisfy Vincenzo Caputo, the Sicilian president of the Italian Nationalist Association, who challenged the field marshal to a duel "in defence of the prestige of the Italian nation". Montgomery declined, but the challenge was taken up by a wartime colleague, known only as Mr Bridgland. Monty asked his man to withdraw and the duel was cancelled — or so the press believed at the time.

Thirty-three years on, a letter in *The Field* reveals that under great secrecy the challenge was taken up with a bloody outcome. Bridgland's "kinsman", as he styles himself, is identified in the magazine only by the initials ARB, although *The Field* says it knows and has checked the identity of its correspondent. One theory is that the letter-writer is the duelist.



According to "ARB", when the duel was cancelled, Caputo and his allies convened a traditional Italian "court of honour" to brand Bridgland a coward. This was too much for the Englishman, who issued his own challenge. "The duel was fought in strict accordance with the rules. After a few minutes the Italian received a wound on his sword arm. It bled sufficiently for honour to be satisfied," says ARB.

"A fellow should not be allowed to get away with calling an Englishman a coward," ARB records the duelist as saying. "The Italian showed himself to be a very brave man indeed. To fight with potentially fatal weapons in the cold dawn light with nobody to cheer requires a good measure of 2am courage. Both principals had it."

Barbara Streisand may have gone to bed in London on Tuesday night dreaming of princesses after the royal premiere of *The Prince of Tides*. Yesterday she awoke to taste the other side of the business when she learnt that contrary to all predictions she had failed to win an Oscar nomination. Many people had tipped Streisand for a nomination in the best director category. The Prince of Tides was nominated in no fewer than seven categories — but not for direction. Perhaps she should have known

better. The Academy of Motion Pictures Arts and Sciences has not nominated a woman as best director since Lina Wertmüller and Seven Beauties in 1976.

Woman in charge

THE first round of the annual Booker squabbles is over with the appointment of *Times* reviewer Victoria Glendinning to chair this year's judges. Next week the Booker management committee will reveal the names of her fellow adjudicators but Glendinning's appointment — only the third woman in the chair since 1969 —

It's a Booker not a Book'im this year.



appears to owe more than a little to last year's commotion over only the second all-male shortlist in the prize's existence.

Glendinning won't be insisting on an all-women shortlist, she says. "But when I suggested to the Book Trust that it would be a lark to have an all women panel, they looked as if they might faint."

NPG on the rocks

CHAMPAGNE was flowing as John Major arrived at the National Portrait Gallery on Tuesday night. But the prime minister had obviously decided after Labour's

glitzy banquet last week the bubbly was best left to the socialists. He called instead for a gin and tonic.

Panic set in. Ian Greer, who was hosting the reception as part of the 10th anniversary celebrations of his public affairs company, IGA, summoned the caterers. Where can we find the prime minister a humble gin and tonic? A waiter was dispatched under police escort to the nearest pub, on the corner of St Martin's Lane. He returned with not one but three gin and tonics on a silver tray. The prime minister, who during the party inspected the new Karsh photograph of himself, happily sipped his drink unaware of the drama involved in quenching his thirst. Yesterday Neil Park, the landlord of The Chandos, was equally unaware that the prime minister had been a customer. "I was a bit surprised when a waiter came in with a police escort," he said. And did the prime minister return his glass? "It must have been the one I found outside the front door this morning."

Will Carling has been voted Britain's number one rhinoceros. The award, given only to those who charge their way to success, was bestowed on the England rugby captain by the readers of *Success* and *Achievement* magazine yesterday. "I think most of the England side could have qualified," he said. But at the same time one of Carling's world cup colleagues, Paul Ackford, was trying hard to shed the rhino image. He has just been transferred to the Metropolitan Police's new Plus Squad, set up to promote a more caring image for the police. Several opposing packs with cauliflower ears might question his suitability — but as he is 6ft 6ins and 17 stone, who are we to argue about the former England lock's caring qualities?



CRIME IN RECESSION

The "party of law and order" will not have thanked Commander David Stevens of the Metropolitan Police for linking London's reported crime statistics to the recession this week. Stumbling with embarrassment, the home secretary, Kenneth Baker, seemed yesterday to be taking political credit for recent City fraud cases. He pointed out that not many of those involved "could be described as socially deprived", as if a high level of fraud was a badge of national prosperity.

Mr Baker was right, however, when he said that the relationship between crime statistics and the state of the economy is not simple. The most recent Home Office research on this was published in 1990 (*Trends in crime and their interpretation*, by Simon Field: HMSO). From it can be extracted what might be termed Field's first theorem, that growth in property crime is inversely related to growth in personal consumption; and his second theorem, that growth in personal crime is directly related to growth in personal consumption. In years when average personal spending rises little or even falls, property crime grows relatively fast. But at the same time crimes against the person — specifically sex and violence — grow more slowly or are static. And vice versa.

There is thus, Mr Field found, an "extremely strong relationship between crime and the business cycle". But the relationship is not the obvious one, with unemployment simply driving up crime. Indeed recession seems to be an effective way of restraining the most worrying category of crime, that involving violence. But the gross level of unemployment appears not to be a direct contributor to these trends.

Statistical wisdom is beginning to dawn at the Home Office and Scotland Yard. There are reports that, after an election, even Mr Baker may have the courage to curtail the nonsensical publicising of police-reported crime figures. Only certain headline writers and MPs now take reported crime statistics at face value. Commander Stevens on Tuesday emphasised that the number of crimes reported can fluctuate with changes in re-

porting practice among police and public. The surge of 66 per cent in reported domestic violence last year is a good example.

He noted that the rise in telephone ownership makes it easier to report crime; the spread of insurance makes reporting theft more likely as companies will not compensate for an unreported loss; the public is less inclined to tolerate petty violence and so more inclined to dial 999 when it occurs. More sensitive police handling, including better co-operation with other social agencies, has greatly increased the reporting of rape, domestic violence and child abuse.

By the quite different Home Office's British Crime Survey, based on public surveys not police records, statisticians have come closer to measuring the true rate of crime. Home Office research finds that medium-term changes in the economy do not appear to alter the relationship (whatever it is) between reported crime and actual crime. Thus a change in the former can be taken as some evidence of a change in the latter. And hence Mr Field's correlations between changes in crime and changes in personal consumption are probably real.

Commander Stevens was drawing attention to a 21 per cent increase in reported street robbery, a type of crime which he said was going up most in those parts of London which are currently having a tough time economically. To be a victim of street crime, one must first be out and about, probably with money to spend. That, suggests the Home Office research, is behaviour more characteristic of those who are prospering than those down on their luck. But to be robbed in the street is to be a victim of personal and property crime simultaneously, subject to both Mr Field's theorems at once.

There is clearly no simple cause and effect between recession and crime. By his speculative expedition into the world of politics Commander Stevens has wandered off his beat. And indeed Mr Baker has too. It is too much to hope that crime and the recession might now disappear as an election issue?

DOWN BUT NOT OUT

The New Hampshire primary is like a British by-election. It records and exaggerates a protest vote; a candidate can still perform very differently in the main contest in November. While George Bush has reason to be worried by Pat Buchanan's strong showing on Tuesday, he remains on course for re-nomination as Republican candidate. He is also still front-runner to win the presidency again, as the Democrats are as far away as ever from finding and picking a credible challenger.

The New Hampshire result is superficially very bad news for Mr Bush. A year after he won record ratings during the Gulf war, he has been humiliated by a maverick conservative best known for his combative television appearances and newspaper columns. Mr Buchanan won nearly as many votes as Eugene McCarthy did in the same primary in 1968, which led to Lyndon Johnson's decision not to seek re-election. With his neo-isolationist "America First" message, Mr Buchanan drew support from Republicans disillusioned by Mr Bush's reversal of his no-new-taxes pledge and hit by the recession. And Mr Bush fought a lacklustre campaign.

That said, the outcome is not a fatal blow. Mr Bush has plenty of time to recover. According to exit polls, more than half of Mr Buchanan's voters said their aim was to send a message to Mr Bush rather than to imply that Mr Buchanan would be the best president. New Hampshire is atypical, a highly conservative state ideally suited to Mr Buchanan's personal campaigning. For all his momentum, and probable ability to attract money for a long primary season, it is unclear how he will perform in the diverse states now to come. In the past Mr Bush has shown resilience as well as ruthlessness

under pressure. He has so far sought to remain above the fight, but will now have to mount a negative campaign, as he did in 1968. Mr Buchanan has made enough wild statements to be an inviting target.

The Democrats are not yet in a position to exploit Mr Bush's difficulties. They lack a clear alternative programme. The New Hampshire primary saw no front-runner emerging. Even though former Senator Paul Tsongas won, Governor Bill Clinton did well enough, as a strong second to leave the nomination open. Both still have to demonstrate whether they have a national appeal. Of the other contenders, Senators Bob Kerrey and Tom Harkin will try to fight back in more congenial states. And there could still be late entrants.

Mr Bush must not merely alter his tactics and sharpen his political appeal but also change his strategy, responding to the worries of ordinary Americans about the state of the economy. His administration wrongly forecast the end of recession last year. All it does now is predict an upturn later this year, and wrangle with a Congress dominated by Democrats over a tax and economic recovery programme. Mr Bush has shown no awareness so far of what Mr Buchanan calls a "full-fledged middle-American revolution".

Unlike John Major, Mr Bush still has time. There are already a few economic green shoots in America, for instance car sales and the housing market, and there are more than eight months to go before the November election. But there is a danger: that in the meantime Mr Bush will seek to defeat the conservative insurgents in his own party by gestures and actions towards protection and nationalism.

WRITS AT DAWN

The news disclosed opposite in the *Times* Diary that a duel was fought in 1959 by an Englishman upon a point of honour is more than a today survival. It has a relevant moral for a quiet Sunday. Nobody was hurt except an Italian, who received a flesh wound on his sword arm. "It bled sufficiently for honour to be satisfied." By this simple ritual an imputation of national and personal cowardice was settled fast and with little pain. No armies went to war. No sanctions were imposed. Diplomatic relations were not broken off. The mafia was not involved — or so we understand. No lawyers received refreshers for dragging the case its dreary length before a libel court. There were no absurdly punitive damages, no towering Alps of costs. An Englishman's honour was satisfied, neatly and cheaply.

Duelling was made illegal in Western Europe because it had become a charter of convenience for bullies and braves. But before the duel was thus abused, it was seen as the civilised way of settling differences between individuals or nations. For David to kill Goliath of Gath produced a better butcher's bill for both sides than mutually assured destruction between Israelis and Palestinians. The quivering conscripts knew it made sense for one man to die as a scapegoat for many. The Trojan war would have been finished early and economically by a duel between Menelaus and Paris, the aggrieved parties to the adultery case as well as their national champions. But just as Paris was on the point of losing, his patroness Aphrodite snatched him away from the field of honour into Helen's boudoir. Rivers of blood flowed because there was no penalty shoot-out to this score draw, and its only lasting benefit was that it inspired the first two masterpieces of Western literature.

The judicial duel, or trial by battle, was introduced into England by William the Conqueror. It is displayed dramatically in action in the opening scene of *Richard II*, where Bolingbroke challenges the Duke of Norfolk. State duelling was not finally abolished until 1819. But freelance duelling continued surreptitiously and in the fictions of Thackeray, Browning and Trollope. Eminent British duellists have included a Duke of York, a pair of prime ministers, William Pitt the Younger and the Duke of Wellington. Byron, Charles James Fox, Castlereagh and Canning, and numerous eminent editors. Journalists were as vulnerable to the gauntlet as they now are to writs. These men were not thugs, but the brightest and best of their generations.

Duelling as a kind of wild justice survives in parts of South America. As recently as 1984 a former vice-president of Uruguay challenged a journalist to a duel for writing an article about him which he considered offensive. If duelling is to be reintroduced as a cheap and efficient form of alternative dispute resolution, a code of honour must be revived to regulate it. Persons under trial or challenge should be allowed, as they were in the old code, to appoint professional fighters or "champions" to represent them.

Such champions could be recruited from the professional sportsfield or ice-hockey rink. The Parc des Princes last Saturday offered a useful recruiting ground. Or perhaps it could be left to the lawyers, with swords rather than writs: a quick skirmish in Lincoln's Inn Fields at dawn, a gout of blood, all over in a flash with just one junior as a second. It would be cheaper by far, just as likely to produce a just outcome; and if the occasional lawyer were to be mortally wounded, well...

LETTERS TO THE EDITOR

1 Pennington Street, London E1 9XN Telephone 071-782 5000

Vital new role for Security Council

From Lord Gladwyn

Sir, As a drafter of the Charter of the United Nations I am delighted that it may now be used as originally intended, not only for, if possible, avoiding but also, if necessary, for ending any wars that may well nevertheless still break out in the future. The Security Council cannot deal with, e.g., the woes of the Third World or the poisoning of the atmosphere: other organisations exist for these problems. But it is potentially very important, and if the intentions therein expressed recently are ever to become reality the following steps must be taken without delay.

1. The new secretary general has started off well, but he must be as good an animator as an administrator, having fairly frequent recourse to article 99 of the charter whereby he can himself put a matter on the agenda of the Security Council. He must also persuade members of the United Nations, especially the United States, to pay up any subscriptions now in arrears, amounting in all to no less than \$1.5 billion.

2. It will also be largely for him to get the military staff committee (formed since 1946) at least to arrange under article 43 of the charter that those capable of doing so earmark forces which could immediately be made available to the Security Council on demand, as distinct from the recommendation (report, February 14) for the peace-keeping force in Yugoslavia.

3. Although there is no prospect at the present time of the Security Council agreeing to enlarge or change the number of its permanent members, there is no reason why the four or five states which, by reason of their size and importance, might eventually become such members should not join the military staff committee and take part in the discussion of its recommendations in the Security Council.

4. The permanent members should declare their intention of never using

their nuclear (nor, indeed, any chemical or biological) weapons on a first strike. There was in any case small prospect after the end of the Cold War of an invasion of Europe by the Soviet Union. There is none now that the latter has ceased to exist. And even if there were in the future it could obviously be held by "conventional" means, whereas employing nuclear weapons against another nuclear power — save of course, in retaliation — would risk something far worse even than defeat, namely national annihilation.

5. At the same time the five powers should say that they would likewise expect any nation that might also come into possession of a nuclear weapon not to make use of it in any circumstances on a first strike. Were it to do so it would run the risk of similar action against it by the Security Council, whose activity would otherwise be directed to ending any conflict that might break out by non-nuclear means. Hence any nuclear weapon that might have been or that might be acquired by a hitherto non-nuclear power, whatever its value as a status-symbol, could in practice never be used and would therefore be both valueless and expensive as an acquisition.

6. At the same time the five powers should make it abundantly clear that they are taking immediate steps greatly to reduce their own nuclear firepower, first of all that of the US and of Russia, and eventually that of the three other powers as well. They might add that it is their firm intention so far as nuclear weapons are concerned to pursue the process to the end, when an acceptance by all states of a system of rigorous and controlled inspection by the International Atomic Energy Agency has resulted in the disappearance of these horrible weapons from the face of the earth.

Yours faithfully,
GLADWYN
House of Lords,
February 17.

Adams, not Franklin.

It was also Adams, not Franklin, who was the first envoy of the United States to the Court of St James. As he was not accredited to the Crown, or from the United States, neither was Franklin "the representative of the Philadelphia assembly".

Franklin was the agent (to the Board of Trade) of the Pennsylvania assembly, or rather of that party in the province who wanted royal government, not the proprietary. Ironically, it was to extend royal government in America, not to oppose it, that Franklin came to London.

Yours faithfully,
STEPHEN SAUNDERS WEBB,
Sydney University
(London Centre),
24 Kensington Park Gardens, W11.

Franklin in London

From Professor Stephen Saunders Webb

Sir, One trusts that "The Friends of Benjamin Franklin" will not perpetuate, from his "gentle lodgings" at 16 Cranen Street, WC2, the misinformation which they appear to have given to your reporter ("Franklin's memory kept alive", February 12).

Franklin is not "widely credited with having played the principal part in drafting the Declaration of Independence": nine tenths of the Declaration was the work of Thomas Jefferson and Franklin was one of five members of the committee which reviewed (and toned down) Jefferson's draft. Jefferson's primary editor on the committee was John

Women's vocation

From the Rector of Lynchett Matravers

Sir, Clifford Longley (article, February 15) makes a good point about vocation, but fails to understand the position of women asking for their vocation to the priesthood to be tested. Women looking for a good career are unlikely to think in terms of entering the ranks of the Anglican clergy. Most of the women deacons I know are not campaigning for equal rights in a career, but are seeking to be obedient to a calling which does involve them in painful obedience, as they ask the Church to consider that calling seriously.

If equal rights are involved in this equation, it is surely the right that any human being within a Christian community has to be taken seriously. No one has the right to ordination or to a career in the Church, but an individual who feels called to ordination does have a duty to obey that call and to ask the Church to consider it. Yours faithfully,
NIGEL LLOYD,
The Rectory, Jemmys Lane,
Lynchett Matravers, Poole, Dorset.

Rating appeals

From the Chief Executive, Valuation Office Agency

Sir, Mr Clive Brooke (letter, February 12) comments on delays in non-domestic rating appeals. The rate at which appeals can be heard depends on many factors including the number of applications for adjournment made by appellants themselves.

By September 1990, 633,000 appeals had been lodged of which about 200,000 have now been settled, leaving the residue, plus new appeals to be disposed of. We plan to clear all the original appeals in the

Accounting standards

From the Secretary of the Chartered Institute of Management Accountants

Sir, Your leading article (February 10) on the accountancy profession mentions management accounting and implies that "propriety" is not an important concern to it. Management accountants, including the finance director, do indeed provide a service to the board which concentrates on business efficiency. Nevertheless, as members of this institute they carry out their duties under a strict ethical code which is enforced by the institute.

Society naturally expects "brass plate" professionals to act with propriety but there should be no inference that the public expectations should be any less for other professionals who are, in business terms, often the first line of defence against malpractice.

Yours faithfully,
GEORGE VALLINGS,
Secretary,
The Chartered Institute of Management Accountants,
63 Portland Place, W1.

next two years. Dealing with case-work over a period in this way allows all concerned, including ratepayers' representatives, to manage the load. Preparation for the council tax is proceeding as planned. This work, together with work on non-domestic rating appeals is being fully funded in accordance with agreements between the Department of the Environment and the Valuation Office Agency.

Yours faithfully,
R. B. SHUTLER,
Chief Executive,
Valuation Office Agency,
New Court, Carey Street, WC2,
February 17.

Bombs away!

From Mr James Airy

Sir, Marcus Binney ("Come friendly bombs", *Life & Times*, February 12; letters, February 17) wasted time catching too many minnows in his net whilst trawling down the Thames for eyesores. Surely he should have caught the giant Canary Wharf, upon which he had quite illogically been lavishing praise a little earlier (*Life & Times*, January 28).

He now says "let us have a Bill protecting the other fine vistas in London, beginning with the river". Where better to start than Greenwich Park with its outstandingly beautiful and historical group of

buildings set astride the meridian line beside the river? Canary Wharf is truly a monstrous intruder into such a priceless treasure as Greenwich.

Yours faithfully,
JAMES AIRY,
Up Somborne,
Stockbridge, Hampshire,
February 18.

From Mr Keith Money

Sir, The argument about contenders for demolition should surely follow Mr Heseltine's example and focus first on the buildings that create the greatest disharmony in relation to area. On that scale, Lumpen New Zealand House destroys an historic

Aircraft survivor's plea for safety

From Mr John Beardmore

Sir, Together with my family, I was aboard the British Air Tours jet at Manchester airport on August 22, 1985, when 55 fellow passengers lost their lives due to the effects of smoke inhalation following an engine explosion. In the light of that horrifying experience, I readily endorse the conclusions voiced by the pathologist who analysed the official findings after the disaster (letter, February 15). Like him, we now always carry smoke hoods when we fly.

No one should have died that morning. What we needed was additional time and the opportunity for an orderly evacuation through the dense smoke. Passageways quickly became blocked with the sheer weight of numbers and passengers were trapped in the cabin with nowhere to go as a curtain of black, toxic smoke engulfed them. There was time to put on safety equipment, there was time to don smoke hoods but nothing was available for our protection.

I strongly believe that an interim solution is vital and fully support the Air Accident Investigation Branch recommendations to install smoke hoods, which they made following the Manchester accident. Modern-style smoke hoods should be installed on all UK registered aircraft, without further delay.

We continually hear the negative arguments regarding passenger safety equipment, the same arguments that were used to delay the introduction of car seat belts. There is always a risk that passengers will die wearing safety equipment, but the question is, how many more people will survive?

The British Safety Council has a responsibility to the public to continually improve safety. I ask them to

listen to the views of survivors as well as safety experts.

Yours faithfully,
JOHN BEARDMORE,
Oakhurst,
150 Holmes Chapel Road,
Somerford, Congleton, Cheshire,
February 17.

From Mr R. A. Ledingham

Sir, Safety procedures for unplanned evacuations should not be based on the potential presence of the levels of smoke and toxic fumes that claimed so many lives in the Manchester disaster. The fire-blocked foam now used for aircraft seats has led to significant reductions in the quantity of fumes that can be produced in the first minutes of an aircraft fire; but it does not preclude the possibility of an in-flight cabin fire eventually producing levels of smoke that could only be survived by the use of passenger smoke hoods.

A sound safety case can be made for carrying passenger smoke hoods for issue in such circumstances and possibly prior to a planned emergency landing. Very considerable doubt remains, however, over the wisdom of asking passengers to don smoke hoods before every aircraft evacuation.

The instructions from cabin crew will be lengthy and potentially confusing to a cosmopolitan mixture of passengers and individual donning times will vary, introducing potential conflict between those wanting to exit and those still donning masks. The first few seconds of an evacuation allow the fastest rate of passenger exit and it may well cost lives if the start of an evacuation is even slightly delayed.

Yours faithfully,
R. A. LEDINGHAM,
Rose View, Hethe, Oxfordshire.

Advertising tobacco

From Mrs Edwina Currie, MP for Derbyshire South (Conservative)

Sir, Now that the European Parliament has voted to ban all tobacco advertising and sponsorship (report, February 12) it is time for the British government to reconsider its continued loyalty to the so-called "voluntary agreement" with the tobacco industry.

A recent government publication, *The Health of the Nation*, announced a target by the year 2005 of reducing the proportion of cigarette smokers in this country from one in three to one in four, or possibly even further. If ministers are really serious, they should stop being squeamish and drop their opposition to the European Commission's proposals. Banning advertisements by law is hardly new to the United Kingdom: thirty years ago a Tory government banned cigarette advertisements from television, while more recently cigar and tobacco advertising also disappeared from television under an EC directive. A ban should now find its way onto ministerial agendas, and the sooner the better.

Yours sincerely,
EDWINA CURRIE,
House of Commons,
February 12.

From the Director of the Coronary Prevention Group

Sir, Winston Fletcher ("Ifs, butts and Brussels", February 13) was being disingenuous in his arguments on the effects of tobacco advertising. To quote the effects of advertising on sales of petrol and cat food and other products where consumption depends on the possession of cars and cats is facile.

No other industry in the world that was reaching only 30 per cent of its potential market would deny that

one of the purposes of its advertising was to seek new recruits. It is up to the tobacco industry to prove that they can make smoking a particular brand attractive without making smoking attractive per se.

Yours faithfully,
MICHAEL O'CONNOR, Director,
The Coronary Prevention Group,
102 Gloucester Place, W1,
February 14.

From Miss Tamsin Harris

Sir, People tend to think that tobacco addiction isn't that drastic — after all, some people of my age are addicted to "hard" drugs. I am now seventeen. I was unfortunate enough to fall into the smoking trap at the age of fifteen — I refuse to say "stupid enough", because it is a very easy trap to fall into.

As a young teenager, I tried to make intelligent judgments when presented with ingenious and seductive advertising. I made the wrong choice when it came to smoking; but which brand did I try? The one whose name I knew best — from advertising!

Yours faithfully,
TAMISIN HARRIS,
13 Lion Hill,
Lansdown, Bath, Avon,
February 13.

From Mr Norman Harrison

Sir, If banning tobacco advertising is as good for the tobacco industry as Mr Fletcher says ("In the first place they will make a great deal more profit... second... third... and fourth...") why isn't the industry advocating the ban?

Yours faithfully,
NORMAN HARRISON,
34 Banbury Road,
Brackley, Northamptonshire,
February 13.

Television excellence

From Mr Paddy Coulter

Sir, In the reports and correspondence (February 12) following David Plowright's departure from Granada Television we have seen perhaps insufficient mention of the company's outstanding contribution towards broadcasting on international affairs, which has won worldwide acclaim. This was very much due to the personal initiative of Mr Plowright and before him Sir Denis Forman.

Britain's leading aid and environment bodies last summer gave public backing (letter, July 8, 1991) to Granada Television's bid to retain its ITV franchise on the basis of Granada's stated intention to continue these excellent series. It would be good to have a clear commitment that Granada's new management will maintain this pledged level of support.

Yours sincerely,
PADDY COULTER (Director),
International Broadcasting Trust,
2 Ferdinand Place, NW1.

Whites of their eyes

From Mr John Murray

Sir, Squadron Leader Childs (letter, February 14) should find himself a more exclusive supplier of eggs. Alice, my Buff Orpington, has been laying fine white eggs steadily since the new year. There is a hint of pink in them; ideal, I would have thought, for painting for Easter.

Yours faithfully,
JOHN MURRAY,
45 Grove Way, Esher, Surrey.

Dandy diaries

From Mr Graham Fathers

Sir, I am obliged to direct your attention to a misrepresentation of characters whose exploits are woven into the fabric of Western civilisation.

Craig Brown ("...and moreover", February 18) makes reference to a diary entry that has Tony Benn reading *The Beano* on April 8, 1934. This seminal publication first appeared on July 30, 1938, and did not at that stage feature the exploits of the as yet unborn Dennis the Menace. Desperate Dan and Keyhole Kate allowed their activities to be recorded in *The Dandy* — and from its first edition on December 4, 1937. It would therefore appear that Mr Brown has been gulled and that your great newspaper has fallen prey to a sinister conspiracy. These latest Tony Benn diaries are clearly forgeries.

Yours faithfully,
GRAHAM FATHERS,
Westfield, Stonehill Road,
Headley Down, Hampshire.

Business letters, page 21
Sports letters, page 26

CAPTAIN DESMOND VINCENT-JONES

JOSÉ LLANOS

"He made occasional mistakes, as all of us do, but I'm convinced that his every effort was made with the best intentions and he always tried to be a faithful member of the church, although some of its members never understood him," said Cardinal Vicente Enrique y Tarancón.

APPRECIATIONS

Angela Carter

and his work, *A Self-Made Man* (1983), which was a model of its type.

Angela had an enormous sense of fun which bubbled through a natural shyness and irradiated everything she did. Working with her was life-enhancing.

Glyn Dearman

PROFESSOR ROBERT BAKER

H. C. WHALLEY-TOOKER

In recent years when in retirement W-T continued to take an active interest in the activities of Downing and of the law faculty.

Whalley-Tooker married Frances Halsted in 1935. She died in 1987. They had one daughter who survives him.

Memorial services

Appointments

Anniversaries

Latest wills

Lord Loch, of Westbury, Wiltshire, left estate valued at £464,911 net.

Mr Rowland Austin Smith, of Swinhope, Lincolnshire, left estate valued at £9,711,642 net. He left his estate mostly to relatives.

Today's royal engagements

Latest wills

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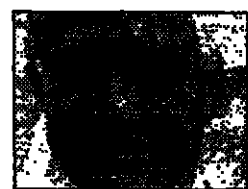
Mr Rowland Austin Smith, of Swinhope, Lincolnshire, left estate valued at £9,711,642 net. He left his estate mostly to relatives.

**Sir Patrick
Hamilton**

A service of thanksgiving for the life and work of Sir Patrick Hamilton, Bt, will be held at St James's Church, Piccadilly, on Tuesday, March 17, at 2.30pm.

TODAY IN BUSINESS

PROGNOSIS



Can Sir Paul Girolami find the formula to keep Glaxo, the pharmaceutical group, growing at the same heady rate in the Nineties as it did in the Eighties? Page 21

LA DIFFERENCE

Redland, bidder for Steelco, has discovered a translation problem in documents covering its prey's French acquisition Page 18

UNLOADING



Virgin Atlantic Airways' parent company is trying to raise cash by selling a minority stake to a foreign investor Page 18

RELAXING

Family owners of Remy Cointreau are to relax their control of the drinks group by floating off shares on the market Page 18

OILING WHEELS



Karen Horn joins BP as a non-executive director but one of the oil group's most promising directors is leaving Page 18

THE POUND

US dollar 1.7557 (+0.0057)
German mark 2.8846 (-0.0024)
Exchange index 90.7 (+0.1)
Bank of England official close (4pm)

STOCKMARKET

FT 30 share 1975.3 (-8.4)
FT-SE 100 2536.7 (-19.2)
New York Dow Jones 3230.77 (+6.04)
Tokyo Nikkei Avg 20618.30 (-253.73)

INTEREST RATES

London: Bank Base 10 1/4%
3-month interbank 10 1/2-10 3/4%
3-month eligible bills 9 1/2-9 3/4%
US: Prime Rate 8 1/2%
Federal Funds 5 1/4%
3-month Treasury Bills 3.84-3.82%
30-year bonds 100 1/2-100 3/4%

CURRENCY

London: New York
£: \$1.7515
£: DM2.8856
£: Sfr2.8097
£: FF9.8125
£: Yen224.80
£: Index20.7
ECU £0.70926
£: ECU1.40850
London forex market close

GOLD

London Fixing:
AM \$352.35 pm \$353.20
close \$353.35-353.85 (£201.50-202.00)
New York:
Comex \$353.85-354.35

CRUDE OIL

Brent (Mar) \$17.50 bid (\$17.20)
RPI: 135.6 January (1987-100)
* Denotes midday trading price.

Troubled group goes £81 m into red

Day takes hard line on BAe loss-makers

By GRAHAM SEARJEANT, FINANCIAL EDITOR

SIR Graham Day, interim chairman of British Aerospace, has said that businesses incurring structural losses will be closed unless BAe can find suitable partners to put them into joint ventures.

"We have to preserve that which is preservable and operate on behalf of shareholders," Sir Graham said. A selection of businesses outside the core elements of defence, aerospace, Rover vehicles, property development and construction is up for sale but Sir Graham said that an alternative solution was "to downsize some businesses".

The group's new priority to maximise cash flow was emphasised by Sir Graham when he announced a widely predicted group loss of £81 million pre-tax for 1991. It will create extra urgency in BAe's search for a partner for its regional airliner manufacturing business, which primarily rests on the loss-making BAe146 family of aircraft.

BAe's commercial aircraft division made a loss of £37 million before interest charges in 1991, although the business making components for Airbus Industrie moved into profit and has a good order book.

Dick Evans, the chief executive responsible for aircraft and defence activities, said, however, that there were good partnership prospects for the regional aircraft business which, like the more successful executive jet business, has now been organised separately from the Airbus business.

He said BAe was "close to establishing common ground" with rival manufacturers with which a joint venture might be negotiated.

Sir Graham hinted that the identity of a new permanent chairman for BAe, who would be drawn from outside the group and would be British, would probably be revealed at BAe's annual meet-

ing on April 30. A shortlist of fewer than five was drawn up at the end of January. Those on the shortlist were all executives of large companies with international businesses, although some are thought to be drawn from process rather than manufacturing industries.

For 1991, BAe reported profits before exceptional items of £154 million, down from £400 million. This was in line with its forecast at the time of last September's rights issue of £430 million, which was largely left with underwriters and led to the replacement by Sir Graham of Professor Sir Roland Smith as chairman.

Exceptional reorganisation and rationalisation charges of £235 million, slightly lower than predicted, left pre-tax losses of £81 million against a 1990 profit of £376 million and a loss after tax of £152 million. The dividend is maintained at 25p per share, costing a further £105 million, but Sir Graham said that future dividends would depend on trading and prospects.

An unbudgeted provision of £51 million against the group's investment in Burwood House, a retail property group into which BAe was forced to inject £79 million under an indemnity to Asda, its partner, was accommodated within forecast provisions by reducing exceptional re-

organisation costs in other parts of the group. Sir Graham said: "Circumstances have changed even since September."

The reorganisation costs cover large-scale cuts in jobs, which are likely to fall by 10,000 this year, after previously being reduced by 15,000.

BAe shares rose 30p to 303p after Sir Graham revealed that BAe achieved a net cash inflow of £630 million in the second half of 1991 without counting the rights issue proceeds. Although cash flow is seasonal and was neutral for the full year, the second-half inflow encompassed a £200 million contribution from Rover.

The carmaker had been managed with the aim of conserving cash in difficult markets, despite a fall from pre-interest profits of £103 million to losses of £83 million, mostly incurred in the first half.

The defence business, pre-interest profits of which rose from £504 million to £553 million, also produced a strong positive cash flow before the rundown of customers' deposits, mainly on the Saudi Al Yamamah contract, from £1.5 billion to £760 million.

Proceeds from sales of assets, including aircraft held in finance companies, were higher than expected.

At the year end, borrowing was only 16 per cent of shareholders' funds excluding advance payments from customers, which are expected to stabilise at around £500 million.

Mr Evans said he hoped that phase two of the Al Yamamah contract would be agreed soon. The group also expects an immediate decision from the British government on development of a new short-range air-to-air missile and, later this year, a decision on production of the European fighter aircraft.



Day: replacement hint

Comment, page 21



Ear of the realm: not Uncle Walt, but BA's Lord King being welcomed by Minnie Mouse as "preferred UK airline" for holiday packages to the Paris Euro Disneyland from Heathrow, Manchester, Birmingham and Glasgow

Modest retail sales rise fails to impress City

By COLIN NARBROUGH, ECONOMICS CORRESPONDENT

A MODEST rise in retail sales in the official figures for January was greeted by the trade as a sign of nascent consumer confidence. City economists, however, still doubt whether the pickup will last.

The Central Statistical Office said seasonally adjusted volume sales increased 0.4 per cent last month, after a 0.9 per cent fall in December. The year-on-year gain in January was 0.9 per cent. Despite heavy discounting before and after Christmas, sales rose only 0.4 per cent in the latest three months and were up only 0.7 per cent compared with the same period last year.

Robert Lind, economist at Phillips & Drew, said: "The trend is flat and any pickup will be very muted."

James May, director-general of the Retail Consortium, which represents most of the retailing sector, said, however, that January was better than expected and the improvement had continued into February. This was "encouraging" for retailers. He said business remained competitive and it would be some time before profitability started to recover.

The government figures confirmed the findings of the latest distributive trades survey by the Confederation of British Industry. Sales showed steady improvement

year-on-year, but from weak trading conditions at a time of Gulf tension.

The January pickup mainly reflected a 3.5 per cent rise in food sales. Clothing and footwear were down, although the late start to the January trading period might have distorted the data.

Other CSO figures showed a £969 million reduction in stocks held by manufacturers, wholesalers and retailers during the final quarter of last year.

Preliminary gross domestic product data out today had been expected to show a 0.2 per cent drop in the fourth quarter, but the heavy de-stocking suggests a sharper fall.

In America, government figures showed consumer prices rising 0.1 per cent in January, the smallest monthly rise since last July.

Many companies today turn to the IT industry as a way of staying ahead. To anticipate tomorrow's business needs.

And there's no more productive way of doing this than by coming to The Which Computer? Show in April. A show geared to total business solutions.

Its most visible features include five Application Centres dedicated to all key business sectors. Supporting these will be Application Trails.

Significant IT advances will be represented in four Innovation Centres. And MacWorld Expo, the show for business and corporate Macintosh users will be incorporated into The 1992 Show as a Centre.

It's a more focused, more effective show. And one where every minute of your time will be well spent.

And by visiting Communications 92 at the NEC on the same dates, you can make even better use of your time. So send for your complimentary ticket and make a date in your diary for The 1992 Which Computer? Show. It could be the best decision you make all year.

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Rhône defies profit trend

FROM WOLFGANG MENCHAU IN PARIS

RHÔNE-POULENC has recorded a rise in profits to defy the gloomy global trend of falling profits among chemical companies.

The state-owned French group, which recorded a 3.2 per cent rise in net income to Fr2 billion in 1991, attributes its success to a growing exposure in the pharmaceuticals and health sector that now accounts for 34.8 per cent of the company's business.

Last year saw the first full-year consolidation of Rhône-Poulenc Rorer, formed in 1990 when Rhône-Poulenc bought 68 per cent of Rorer, an American biotechnology group.

Operating income rose more strongly, by 37.5 per cent to Fr6.27 billion; sales were up 6.9 per cent to Fr83.8 billion. Income per share went up 1.9 per cent to Fr20.53 and the gross dividend remains at Fr23.25.

The results were achieved only on the back of strong performance by the health division, which more than doubled operating income to Fr4.2 billion; other sectors were disappointing, especially organic and inorganic intermediates and agricultural chemicals. Health-related businesses are less cyclical than bulk chemicals.

In the past few years the company has spent Fr40 billion on acquisitions. Apart from the Rorer deal, these included the purchase of RTZ's chemicals business in 1989. Last year, a process of divestment began, with sales worth Fr4 billion.

Jean-René Fourtou, chairman and chief executive, said the group "still contains non-strategic business activities, which are often under-performing and which we cannot continue to support".

He said Rhône had achieved its main strategic objective of ranking among the world's five leading companies in each of its business sectors. Overall, the company is the world's seventh-largest chemical company and the fifth-largest in Britain.

Rhône-Poulenc is believed to favour reducing the state's 56 per cent interest. M Fourtou faces reappointment this summer.

Clegg denies insider dealing

By MARTIN WALLER

JOHN Clegg, former managing director of Wace, the press services company, has issued a legal statement denying acting on, or passing on to others, price-sensitive information.

The company is the subject of a Department of Trade and Industry enquiry into share dealings in the smaller Parkway Group in the months before Wace's successful bid for that company in 1990.

Mr Clegg, in a statement through his solicitors, Norton Rose, said press reports had contained "many groundless allegations and innuendoes against me". Allegations,

since denied, of a link between the company and the IRA had been followed by further speculation in the press.

"The other directors of Wace became concerned at the possibility of continuing rumours regarding myself and my family which, in the climate created by the original article, they felt might be damaging to Wace," Mr Clegg said.

He had therefore been left with "little alternative but to resign" as managing director. More recently, as the original allegations faded, there had been suggestions that he was involved in "po-

tentially unlawful dealings" in Parkway shares.

"I wish to emphasise that throughout the whole of my time at Wace I only ever acted for and in the interests of Wace and all its shareholders," Mr Clegg said.

"In particular, I have never acted on, or provided to others, any price-sensitive information, whether in connection with the Parkway acquisition or any other transaction," he added.

Mr Clegg said he had confirmed through his solicitors that he was happy to co-operate in enquiries by the Stock Exchange, the DTI "or any other relevant body".

Scots firms say home rule would hurt business

Companies demur on devolution

By GILLIAN BOWDITCH

SCOTLAND'S financial community, which produces 15 per cent of the country's gross national product, does not believe devolution of any kind would benefit business, according to a survey by Scottish Financial Enterprise. Some believe they may be forced south of the border if a Scottish government imposed additional taxation.

SFE was set up in 1986 to promote the interests of the Scottish financial community. However, Professor Andrew Bain, who holds the chair of political economy at Glasgow University and carried out the survey, says the interests of businesses would not be served by a separate Scottish parliament.

Of the 25 large financial institutions he interviewed, many believe devolution would damage their businesses by leading to:

- Increased business costs.
- Resentment among customers in England.
- Devolution being seen as a stepping-stone to independence.

A Scottish parliament being seen as more left-wing than that of the UK. A minority of those surveyed saw potential benefits from decentralisation and greater political autonomy in Scotland if a home government adopted policies to stimulate and retain entrepreneurial activity in Scotland.

The report says many Scottish financial institutions rely on markets outside Scotland. Scottish life assurance companies, among the country's biggest employers, said they could not justify retaining Scottish headquarters if that imposed an added tax burden on their with-profits policy holders, 90 per cent of whom live in England.

There was agreement in the survey that higher rates of income tax would result in higher salary costs for businesses. About half of those surveyed thought any tax differential, however small, would affect perceptions of Scotland's quality of life and would make it more difficult to recruit key staff.

If Scotland were to have a different rate of personal tax from the rest of Britain, Scottish investors may have to

be treated differently from other UK investors. Financial companies fear that would lead to higher administrative costs, make Scottish institutions uncompetitive in UK markets and cause people to migrate south.

The UK must remain a single market for financial services, the survey said, while UK companies must be able to compete under the same regulatory regime. Nor should other policy areas affecting business, such as employment law, be devolved.

James Scott, executive director of SFE, said: "No one should doubt the importance of the financial sector to Scotland's economy: it now employs nine times as many people as traditional heavy industries."

Alick Rankin, chairman of SFE and of Scottish & Newcastle Breweries, said: "Leaders of our top financial industries have responded with a calm, balanced assessment of both the threats and the opportunities before them. Their view must be heard for Scotland's prosperity depends... on their confidence and their successful leadership."

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FROM WOLFGANG MÜNCHAU IN PARIS

BY LINDSAY COOK
MONEY EDITOR

Savers will receive a bonus of 1 per cent of their savings on the merger going ahead in April and borrowers a 0.5 per cent reduction in interest for six months.

The planned flotation of the 20 per cent stake, however, is not related to GrandMet's share sale but to the internal reorganisation.



BY MARTIN BARROW

Mr Ross was hailed as "an outstanding international manager of the highest calibre" by Lord Young of Graffham, chairman of Ca-

The appointment of Mr Ross completes the boardroom shake-up that followed the resignation of Mr Owen after 37 years. Mr Owen played a key role in establish-

Other BP board changes announced yesterday include the appointment of Karen Horn as non-executive director. Dr Horn is chairman and chief executive officer of Bank One, Cleveland.

By HARVEY ELLIOTT
AIR CORRESPONDENT

Mr Branson is also negotiating to sell his record company for around £1 billion. He is said to be considering several attractive offers that would give overall financial control to another company but allow Virgin to continue management.

City diary, page 21

QUELLE. Europe's largest mail-order house, expects 1991-2 distributable profit to remain flat at the previous year's DM 241 million. Klaus Mangoldt, management board chairman, said group sales jumped 16.7 per cent to DM 7.1 billion in 1990, to January 31. Sales in eastern Germany rose to DM 2.5 billion from DM 1.1 billion. Herr Mangoldt said he expected sales growth to slow this year. He announced that Quelle planned to strengthen its market position in both west and east Europe. It has already set up units in Czechoslovakia and Poland. The group is to be renamed Quelle Schickedanz AG & Co as the first step towards a listing on German stock exchanges.

NET asset value at Jos Holdings, the investment trust, fell from 180.9p a share to 177.6p in the six months to the end of January, but compared with 150.9p at the end of January 1991. Net revenue declined from £224,793 to £185,812. Earnings were 2.01p a share, down from 2.43p. The bulk of the trust's income is earned in the second half. Investors were told that although the forthcoming results season may contain dividend cuts, the trust expects to maintain the total dividend distribution for the year. In the 12 months to the end of July 1991 total dividend was 5.05p a share.

WHITBREAD has signed a distribution deal for its supplies to the free trade in Scotland with Scottish & Newcastle, the Scottish Brewers subsidiary of which will supply Whitbread beers to both companies' free trade accounts. Whitbread has about 2.5 per cent of the Scottish free trade market, while S&N has more than 40 per cent. As part of the deal, loans Whitbread has made to customers in Scotland will be transferred to S&N.

AUGUST 11, 1991

1. *Journal of the American Medical Association*, 1997; 278: 1039-1044.

DECEMBER 1977

syndicated a wide range of transactions from acquisition finance to property leasing, MBOs to project financing. We were also actively involved in the provision of inter-estate finance and finance for transactions in Continental Europe. We have also been involved in advising on a number of complex debt restructurings for both UK companies and clients overseas. If you are looking for specialist advice on any type of financing, we think you could benefit from our experience.

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BY COLIN NARBROUGH, ECONOMICS CORRESPONDENT

Redland

BY MARTIN WALLER



Richard Watson, partner at Price Waterhouse, foresees difficulties arising for transport companies and their customers in determining to whom VAT liability falls. He said: "In the vast majority of cases, this is going to be straightforward, but a minor-

BY MARTIN BARROW

In December, Pilkington said it was raising £10 million through the sale of i

function does not appear in the translation.

The assets involved were new and would cause no problem for the planning authorities.

time came to extract them. Analysts said the distinction between reserves that can be immediately and those that do require planning permission is a significant one, especially given increasing environmental concerns.



BY MARTIN WALLER

Steetley bought Gobitta, a building aggregates business based north-east of Paris, for a total of Fr850 million in

In the French version, 75 per cent of the alluvial and chalk deposits, the largest element of the total aggregates reserves, are "à autoriser", or "to be authorised", rather than "autorisés".

City analysts said the distinction between proven reserves that can be extracted immediately and those that do not have planning permission is a significant one, especially given increasing environmental concerns.

مكة في ليلة ١٤

Profit soars at Owners tour group

By MARTIN BARROW

DEEP recession has failed to dent British enthusiasm for the package holiday. Owners Abroad, the second-largest tour operator, has doubled annual profits and reported exceptionally strong demand for winter and summer holidays this year.

In the 12 months to the end of October — a period that included the outbreak of the Gulf war, civil war in Yugoslavia, rising British unemployment and a sharp increase in personal bankruptcies — Owners Abroad lifted pre-tax profits from £15.31 million to £31.63 million.

Despite a collapse in bookings in January and February during the Gulf war, the tour operating division sold a record 1.9 million holidays during the year, achieving prices up by an average of 7 per cent over the previous year. At the end of the financial year, bookings were 10 per cent ahead of budgeted levels when the company expected a decline in volume.

The pattern has continued this year. Winter bookings are 30 per cent higher, helped by good skiing conditions in Europe, with a higher proportion of holidays sold at full brochure price. Summer bookings are also buoyant. In January, bookings were 116 per cent higher than the previous January and 25 per cent ahead of January 1990.

The company, which normally has negative cash flow in the first half, expects to be cash positive all year.

A key factor in the strong performance was last year's collapse of International Leisure Group, the largest holiday company, removing surplus capacity and enabling

Owners Abroad and the rival Airtrav to achieve higher margins in an industry noted for cut-throat pricing policies.

Howard Klein, chairman of Owners Abroad, said: "A higher percentage of holidays were sold at full brochure price than ever before and very high load factors were again achieved, leading to very significant increases in profitability." Mr Klein dismissed the threat of another price war after the launch by Thomson Holidays of a Price-breaker brochure. "Talk of a price war was, in my view, entirely misplaced as I believe that the lessons have been well and truly learned and it is now the profit motive that is the principal driving force in this industry."

Some competitors had priced aggressively to capture early bookings at lower margins, Mr Klein said, but Owners Abroad had capitalised by being able to negotiate improved charter airline terms from its third party suppliers through the seat wholesaling division.

Earnings were 12.6p a share, against 8p after adjusting for last year's £29 million two-for-five rights issue. There is a final dividend of 2.2925p a share, increasing the total from 2.9p to 3.2p. The cost of dividend payments has risen from £3.77 million to £7.49 million. The shares fell 1p to 119p.

After the rights issue, the company was cash positive from May onwards and held cash balances of £73 million at the year-end. Shareholders' funds were up 87 per cent to £70 million.

Tempus, page 20

Maxwell stake sold to Gruner

By MARTIN WALLER

GRUNER & Jahr, the publisher of Germany's *Stern* magazine, has agreed to buy a half-share in a newspaper group in eastern Berlin from the private interests of the late Robert Maxwell.

Gruner and Robert Maxwell Group, a Maxwell private firm, each have a 50 per cent holding in Berliner Verlag, publisher of *Berliner Zeitung*, *Berliner Kurier* and several regional dailies.

Arthur Andersen, administrator to the Maxwell private companies, has agreed to sell the Maxwell half-stake to the German publisher, which is part of the giant Bertelsmann group. Terms were not disclosed.

Gruner had first call on the shares under the original joint venture agreement with Maxwell.

Süddeutscher Verlag, a Munich-based group that publishes the *Süddeutsche Zeitung*, pulled out of talks to acquire the stake because the company did not want to inherit Maxwell's legal status in Berliner Verlag.

Bodycote buys US companies

By MARTIN BARROW

BODYCOTE International, the metal technology group, is buying Industrial Materials Technology (IMT) and IMT Europe from America's National Forge Company. The total consideration is \$14.6 million.

There is a \$637,000 cash payment and the balance will be funded through a placing of 2.23 million new shares with institutions at 356p each. Yesterday's unchanged market price was 373p.

Bodycote has forecast pre-tax profits of not less than £11.25 million for 1991, against a reported £9.81 million in 1990. IMT and IMT Europe are engaged in hot isostatic pressing, a process that combines the application of heat and gas pressure to metal, glass and ceramic components to remove voids and other defects.

In 1990 the companies earned combined profits of \$1.24 million before interest and tax, compared with \$675,000 in 1989. The acquisition is subject to shareholders' approval.

Former offshoot bids for Polymark

By GILLIAN BOWDITCH

POLYMARK International, the laundry equipment group, has received a £9.7 million takeover bid from Polyfinance, its former French subsidiary, which was sold to a management team only 18 months ago. The deal is an agreed one.

Polyfinance UK, a wholly owned subsidiary of Polyfinance SA, is offering 37p in cash for each Polymark ordinary share and 164.5p for each A share. On the London Stock Exchange, the group's ordinary shares rose 2p to 30p and the A shares rose 32p to 163p. At the end of January, Polymark announced that an approach had been made. At that time, Polymark's share prices were 23.5p and 106p respectively.

Polyfinance has received irrevocable undertakings from directors speaking for 0.23 per cent of the ordinary shares and 8.44 per cent of the A shares, conditional on no other offers being announced before 3 pm on March 10.

Polymark sold its French subsidiary for about £7 million in June 1990, to a team headed by Albert Beja, its chairman, who was backed by 31. While the French business has gone from strength

to strength, with profits of FF5 million on turnover of FF150 million in the six months to end-September, Polymark's pre-tax profits fell 57 per cent to £402,000 in the six months to end-June.

Polymark says trading in the second half of last year was difficult with no signs of an upturn in demand. While the group's balance sheet remains satisfactory, trading performance has been disappointing.

Polyfinance says the acquisition of Polymark gives it an opportunity to expand its laundry business throughout Europe by creating a group with a presence in three important markets, France, Germany and Britain.

In addition to laundry equipment, Polyfinance distributes bicycles and cycle components, golfing equipment, tennis equipment and luxury designer items. It employs 150 people and says that, while a detailed review of Polymark will follow the acquisition, it has no immediate plans to dispose of any Polymark businesses.

Polymark is being advised by Close Brothers and the offer is being made by Société Générale Merchant Bank on behalf of Polyfinance UK.



Riding the recession: Howard Klein saw holiday bookings reach record levels

Brierley's offer for AustCon under fire

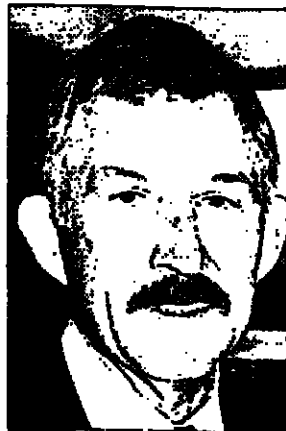
FROM BRIAN BUCHANAN IN SYDNEY

SIR Ron Brierley's GPG and Brierley Investments have launched a takeover bid for Australian Consolidated Investments that values the company at Aus\$140 million (£60 million).

Sir Ron is thought to be particularly interested in the 50 per cent stake that AustCon holds in National Brewing, formerly Bond Brewing. However, the cash offer for the former Bell Resources, previously owned by Bond Corp and once the jewel in the crown of the late Robert Holmes à Court, came under immediate attack.

Adelaide Steamship, which has 20 per cent of AustCon, said the 23 cents-a-share offer was "far too low". The shares closed yesterday at 24 cents. Colin Henson, the executive director of AustCon, said: "Quite clearly the bid understates the worth of the company as shown in its balance sheet."

Sir Ron and BIL have made the offer through Rossington Investments, a jointly owned shelf company, which has 16.81 per cent of



Sir Ron: options open AustCon's ordinary shares and 18.47 per cent of its preference shares. The preference shares can be converted into ordinary shares on a one-for-one basis.

The bid is conditional on AustCon not proceeding with, or allowing to proceed, an option agreement with Lion Nathan, a New Zealand brewer, in which AustCon's stake in National Brewing would go to Lion. The bid has brought on the early retirement of Geoff Hill, AustCon's chairman, who stepped down yesterday so that he can act as

the company's adviser. That should make for an interesting battle as Mr Hill squares up to Sir Ron, who has an international reputation as a corporate raider.

Lion Nathan has reacted angrily to the offer, giving warning of legal action if the bid causes it any loss. Douglas Myers, Lion's chief executive, said: "AustCon shareholders had approved the call option and Lion had an absolute and binding contract with AustCon."

Other conditions of the bid were that the \$220 million flotation of the oil and gas royalty interest in the Bass Strait of Weeks Petroleum, AustCon's subsidiary, would not go ahead, and there must be Foreign Investments Review Board approval and 90 per cent acceptance.

Sir Ron said his options were open because it was safer to start an offer with conditions in place, leaving the opportunity for these to be amended or dropped.

Another factor in the bid may be the millions of dollars in capital tax losses in AustCon on which an investment company such as GPG or BIL, could capitalise.

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Coal in search of a future

Malcolm Edwards, British Coal's embattled commercial director, painted a bleak future for his industry before the Commons Energy committee. The scenario was not unfamiliar. In fact, it was broadly in line with the notorious Rothschild report prepared for British Coal as a possible view of the future if the industry is to survive as a stand-alone entity. This entails exposure to the full blast of foreign competition in the shape of cheap imported coal and a domestic scrap with gas via a new generation of super efficient stations operated by the regional electricity distributors.

Neil Clarke, Coal's chairman, has never publicly endorsed the Rothschild document as a realistic vision of a future coal industry. Mr Edwards, who under other circumstances and a Labour government might well have been doing Mr Clarke's job, certainly did that yesterday. The Edwards/Rothschild scenario raises questions for a government that seems bent on privatising the industry and implies that after closures of uneconomic pits, not much will be left to sell. Before proceeding too far down the privatisation route, the government should consider the assumptions of Rothschild and Mr Edwards and how to work them into the best energy policy for Britain.

The bleak prospect depends, as Mr Edwards noted before the committee, on the extent to which the electricity distributors are allowed to proceed with their plans for gas combined-cycle stations. There is a suspicion that some of these will produce power more expensively than the most efficient coal-fired stations. The logic for the distributors is that these ventures, financed partly on an equity basis by themselves, are beyond the reach of price regulation. Higher cost power can be passed on to the consumer. Sweetheart contracts between distributors and their partly owned gas-fired generators could lead to generation on a basis not justified by costs. This would clearly distort demand for coal. To eliminate subsidies to coal, the industry must be reshaped. How this is done will affect not just the size of the coalfields but also the level of one of industry's key costs.

Realism at BAE

Sir Graham Day has stamped his image on British Aerospace. That image stands for harsh commercial realism, retrenchment and managing for cash in troubled times. The City took the message yesterday, marking BAE shares up 10 per cent on the enticing thought that they yield 11 per cent on a dividend that now has a much better chance of being maintained. On County NatWest's necessarily tentative 1992 forecast, upgraded to pre-tax profits of £225 million, it might even be covered by earnings.

If Sir Graham chooses a new chairman in his own image, BAE will effectively be shorn of all the ambitions that once made it look like a romantic but undercapitalised rival to Daimler Benz. Part of that realism will consist of selling much BAE's vast surplus property estate for cash rather than developing it through Arlington, the property group that was bought at the wrong time.

Also at stake are critical areas of British industry, such as the independent development of civil aircraft, where BAE's priorities will put it at a disadvantage in joint venture negotiations and could lead to ignominious and expensive closure. Rover, at least, seems to be benefiting from its earlier conversion to realism. The resulting BAE, basically a profitable but peace-tainted defence business, plus Airbus and cyclical motors, will be a stronger but less exciting business.

Glaxo goes under observation for efficacy of long-term treatment

William Kay puts the future of Glaxo under a microscope and finds it may need stronger medicine to thrive in the Nineties

Today Sir Paul Girolami, the chairman of Glaxo, will present the pharmaceutical group's latest half-year results. He will receive the obligatory round of applause as he announces pre-tax profits of about £700 million, taking the group firmly on the path to another record year. But, for the first time in a long while, doubts are creeping in about Glaxo's ability to sustain its magisterial progress through the uncertainties of the Nineties.

Since 1980, when Sir Paul became chief executive, Glaxo's sales and profits have climbed from £618 million and £66 million respectively to what the analysts expect will be £4 billion and £1.4 billion for the year ending this June. This means that profit margins will have swollen from 10.7 per cent to 35 per cent, despite the steady devaluation of the dollar from near-parity with the pound to the present exchange rate of about \$1.80:40 per cent of sales went to North America last year.

It is a remarkable performance, which has earned Glaxo the accolade of the largest market capitalisation on the London stock market — more than £24 billion, nearly £4 billion more than British Telecom and nearly as much as BP and British Gas combined. Although Sir Paul handed over the chief executive's reins to the American-born Ernest Mario three years ago, he is very much the architect of Glaxo's growth: Dr Mario's brief is to carry on the good work.

Sir Paul, who is aged 66 and comes from Venice, studied at the London School of Economics and trained as an accountant with what is now Coopers & Lybrand Deloitte. When he joined Glaxo 27 years ago, it was best known for baby food, while also selling products with a medical link, such as veterinary vaccine, surgical tables and prescription medicines that others had developed. Research and development was £25 million, a mere 4 per cent of turnover.

"The group lacked a clear corporate purpose," Sir Paul recalled. "Its organisation and corporate structure were unsuitable to promote international expansion, and in fact presented many obstacles in the way of growth."

When he became chief executive, he stripped away the rest and committed the group to one theme: prescription medicine, backed by decentralised management, international ambition, and a massive research and development programme designed to give Glaxo its own patent-protected portfolio. The annual research and development spend is £620 million, or 15 per cent of sales, crowned by a forthcoming £500 million laboratory



Carrying on the good work: Ernest Mario (right), whose brief as chief executive was to extend the achievements of Sir Paul Girolami

in Stevenage, Hertfordshire. "In the long term," Sir Paul said, "we exist by having new and better medicines. We establish targets and relate them to products, not just technical queries. It's a question of trusting the research guys, supporting them, not being arbitrary."

Once the men in white coats come up with a workable formula, though, the machines take over. To accelerate the process, research is commissioned on several aspects in parallel. Then the product is marketed simultaneously round the world, often at a premium price. That is how they succeeded with Zantac, the anti-ulcer drug that is the best-selling prescription medicine in history and accounts for half the company's turnover.

A recent book on Glaxo, Matthew Lynn's *Billion-Dollar Battle*, claims that some of the company's scientists chafe at being so overtly marketing-led. But Sir Paul's strategy has nevertheless spawned a stream of winners, led by the mighty Zantac. Now there are: □ Zofran, the vomit-blocker for cancer sufferers. First-half sales are believed to have soared from £13 million to more than £100 million. □ Serevent, successor to the long-running Ventolin anti-asthma treatment. Sales are said to be about to take off as national approvals start to roll. □ Imigran, the migraine crusher that was recommended in November by an advisory committee of the

US Food and Drug Administration. Analysts are also excited by a new family of drugs to combat anxiety, schizophrenia and memory deterioration. They may also help to ward off Alzheimer's disease.

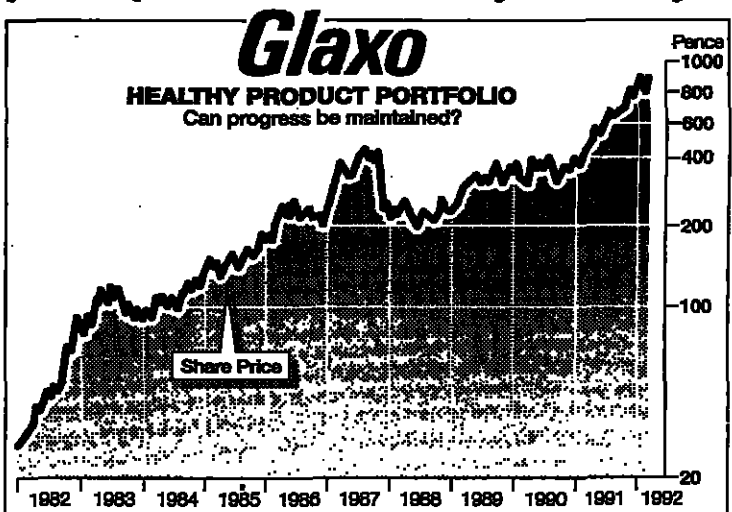
So Glaxo's product portfolio is in robust health. Zantac faces an assault on its patent in three years, but supporters say the more important is a second patent not due to expire until 2002. "The single thing that will sustain a company like Glaxo is the quality of its technology," said Dr Mario.

But as Britain's homebuyers have discovered to their cost, nothing goes on rising for ever. Glaxo faces

two main worries, both of which are feared just as much by its rivals: the deterioration of the American economy and growing price-resistance by the world's health authorities.

No pharmaceutical company can ignore America. As Sir Paul said: "No other market was big enough to give the company the growth it needed. If we had not taken on that market and succeeded, then the group itself would not have succeeded and sooner or later we would have been swallowed up."

However, North America is succumbing to a recession that is beginning to look far worse than the United Kingdom's in some regions.



Drugs companies have been protected by the fact that a patient's main concern is to be cured, and anyway insurance covers the cost. But when times are hard, more people are tempted to clip or even kill their medical cover. And, if the dollar continues to weaken, Glaxo's receipts will suffer a real problem.

In other countries, the danger is of health authority budgets being squeezed by hard-pressed governments, including the United Kingdom's. Glaxo's success is built on doctors' widespread premise that the dearer a medicine, the better it must be. Indeed, in Asia many doctors earn commission from drug sales. But there are signs that purchasing managers are digging their heels in. This may be no more than a temporary difficulty — and one that, as one of the most efficient producers, Glaxo could even benefit from.

Dr Mario's priority is to steer the company through these obstacles, preferably by pulling out of the hat another miracle drug at which no one will jib at paying top prices.

But James Culverwell and Nigel Barnes of Hoare Govett, two of the leading United Kingdom pharmaceutical analysts, have signalled their concern by downgrading the shares from a buy to a hold. "An overweight position in Glaxo seems inappropriate at this stage in the economic cycle," they judge.

Sir Paul and Dr Mario will be hoping that remains strictly a minority view.

BUSINESS LETTERS

End of the recession in sight

From Mr John Ormiston

Sir, We are a very small and a very old established company, manufacturing speciality wires in many metals and many forms to a great number of different trades and industries in the United Kingdom and overseas.

The value of our order book, in common with most other manufacturing industries, fell to a record low in November last year.

Since December and in January and February, it has risen slowly but surely to the same level of orders on hand that it was in June 1990. We are aware that many com-

panies cut their stocks down to a minimum, very wisely, over the last 18 months and it is now apparent to us that they are replenishing their stocks in view of the orders they are receiving.

Surely this is the beginning of the end of the recession, at least as far as we, and many other small manufacturers, are concerned.

Yours faithfully,
JOHN ORMISTON
(Chairman),
Ormiston Wire Ltd,
1 Fleming Way,
Worston Road,
Ipswich,
Suffolk.

Training patterns

From Mr Derek Drake

Sir, The question of training generally and budget cuts can quite easily be overcome if the government followed the examples of Australia and France.

In these countries the equivalent of corporation tax is levied at a certain percentage. One per cent of that can be deducted and spent on training and if companies do not do so then they have to pay the original level of tax.

Michael Heseltine advocated the same policy on the run-up to the leadership ballot but the government consistently refuses to consider this.

Yours faithfully,
DEREK E. DRAKE MTD,
4 Whitechurch Avenue,
Broadstone, Dorset.

Backing Britain

From Mr D.C. Hedley

Sir, How I respect and admire Mr Roy Jenkins. His letter (February 12) emphasising his pride in being British was

music to my ears. I, too, exalt the virtues of everything British. I, too, have always bought British cars. I, too, fought for six years to liberate Europe 50 years ago. Sadly, what do many of our countrymen and women do now? Buy foreign goods when equivalent British goods are available? I wouldn't advocate that official government policy be isolationism and protectionism (wouldn't it be crickets would it?) but surely our pride and loyalty could be swayed towards buying British by politicians' persuasions (verbal or by declared examples) so that our country's industries and employment are where they should be — at the top of the league. Trade unionists and management associations should similarly advocate the "British" policy.

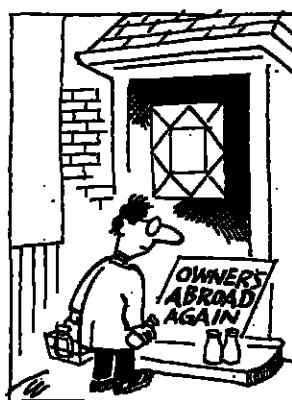
The association in question should be re-named "Institute of Management for the British" and their policies and energies should be directed accordingly.

Yours faithfully,
D.C. HEDLEY,
40 Hartford Road,
Darlington, Co Durham.

THE TIMES CITY DIARY

Virgin's Alma Mater

RICHARD Branson's early days have finally caught up with him. Richard Vickers, his prep school headmaster, aged 75, and now retired, this week publishes *Richard's Century*, charting the history of Scailcliffe School, Surrey. According to Vickers, Branson's academic record was not exceptional. "He was a natural games player, a keen scout, a keen swimmer and a very exuberant personality. He was, I recall, quite a mischievous boy. The cane was applied in those days and I am certain he had the stick on a number of occasions. At the age of 12 he badly injured his knee in a first XI football match against St George's School, Windsor — so badly that he never played games again. He was not at all clever and needed some tutoring but eventually he got into Slieve. At that stage he was very frustrated because he could not play games so the headmaster very sensibly gave him the job of helping to edit a magazine. I think that probably started his career. I think he inherits his enormous energy through the female line. His grandmother was a friend of my mother's and she is still twinkling away in her nineties. His mother was an air hostess and a very go-ahead sort of person. His father was a much more easy-going sort." Despite the occasional caning, Branson's own memories of Scailcliffe are very happy. In a letter, which is quoted in the book, he says: "It was the only part of my schooling that I really enjoyed."



Tiny's last round

THE City has been saddened and saddened to hear about the death of Bazeley George Turpin, known variously as Dick and, because of his small stature as a youth, as Tiny. Saddened because of his sudden passing, at the age of 68, but saddened because it happened on the 18th hole of a golf course. "He took a keen interest in sports, especially football and golf. He was a founder member of the Stock Exchange Veterans Society, and his passing on the 18th hole of a golf course could hardly have been more fitting," says Nick Beaver, who worked with him at Teather & Greenwood for the past five years. "He was of the old 'My word is my bond' school." Turpin, who leaves a wife, Dorothy, a daughter and two sons, both of whom also worked for Teather & Greenwood, was on holiday in Spain at the time. His cancer began at Milton Butler, where he spent 29 years, and still worked full time. His funeral is at St John's Church, Buckhurst Hill, Essex, 12 noon tomorrow.

Culture shock

THE success and stability of Grand Metropolitan has brought about the resignation of Tim Halford, its long-time PR man. Halford says the culture is no longer right for him, nor he for the culture. He will depart "by mutual agreement" at the end of March, after eight years with the company — during which he has served both Sir Stanley Crisstead and Sir Allen Sheppard — and the search is on for a successor. Halford, who celebrated his 45th birthday yesterday, was formerly PR adviser to the late Armand Hammer for 10 years. Married with three children, aged 20, 18 and 16, he has no clear idea what he will do next. Although PR is most likely, he also has a proven track record as an entrepreneur. A children's holiday company he started in his spare time with two friends was bought by Granada and now, with those same partners, he operates Crechendo, which provides gym facilities for children at London venues. He is also involved in a thespian project with Terry Jones, of Monty Python fame, to turn *Gargantua and Pantagruel*, the novel by the 15th century French doctor, lawyer and priest Francois Rabelais, into a medieval-spectacular for the West End stage.

A WOMAN rang the electricity board in Wellington when the New Zealand capital was hit by a power failure, asking what she should do. The voice at the other end advised: "Open your freezer. Take out the ice cream. Eat it."

CAROL LEONARD

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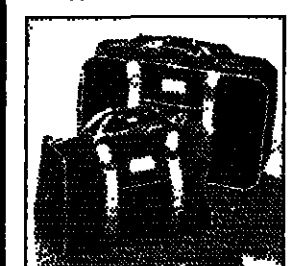
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FT-SE 100 VOLUMES	FT-SE 100 INDEXES	FT-SE 100 VOLUMES	FT-SE 100 INDEXES
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Abn-Amst 2,500	Commerz 124	MEPC 359	Sumitomo 681	Swiss Bank 2,000.14 (+0.15)	Three Month Sterling Mar 92 .. 89.9	89.89	89.93	89.85	10704
Abn-Lyons 1,600	Environ Oil 910	Marka Spr 5,100	S&P New 655	S&P Composite ... 407.49 (+0.11)	Previous open interest: 40000	Jun 92 .. 259.0	251.0	259.0	1576
Anglian W 710	Eurocm 1 75	Mitlall Bk 4,900	Soft Power 5,900	Telcel .. 509.14 (+1.34)		2805.0	2809.0	2588.0	230

BAA	595	GUS A	640	Nth Wm W.	627	SmKl Bch	1,500	FT A All-Share ..	(1216.45 (-7.05)	Amsterdam	3.2438-3.2487	3.2457-3.2487	4-yr-par
BAT	Inds	Gen Acc	889	Ndra Rtd	273	Smith Nth	1,000	FT 500	1372.64 (-8.95)	Brussels	59.28-59.45	59.30-59.45	7-2-yr
BET	1,300	Gen Elex	2,800	Pdora P	398	Smith (Nth)	506	Three Mth Euro DM	Mar 92	Copenhagen	11.1687-11.1823	11.1720-11.1823	13-3-yr

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Brit Aero	18,000	LASMO	2,400	Redland	1,800	Traf House	691	German Govt Bond	Mar 92	87.75	87.81	87.54	87.72	63299	Stockholm	10,456B-10,471F	10,457F-10,470F	1-4 pr	5-4 pr
Brit Airways	4,400	Ladbroke	4,000	Reed Int	506	Unilever	1,000	Tokyo	Jun 92	88.38	88.40	88.28	88.35	4771	Tokyo	223.97-225.20	224.56-224.93	1-4 pr	2-4 pr
Brit Gas	8,200	Land Sea	350	Removal	50	Uniti Bic	329	Three month ECI	Mar 92	88.81	88.83	88.80	88.87	883	Vienna	20.28-20.31	20.28-20.31	1-4 pr	2-4 pr
TRADITIONAL OPTIONS								First Deadline	Last Deadline	Last Declaration	For Settlement								

Cashmere	1,300	Lorayne	3,700	Roussigne	512	Winn Hk	1,200	Previous open interest: 23098 Jun 92 — 92.71 92.76 92.71 92.74 1076				
Cadbury	1,200	Lorbro	1,700	Royal Ind	415	Winn Hk	1,200	Italian Govt Bond Mar 92 — 98.27 98.37 98.20 98.30 6442				
Cm Union	512	MTB Cardn	869	Ryl Hk Sx	1,500	Winn Crn	503	Previous open interest: 73147 Jun 92 — 98.74 98.64 98.73 98.43 978				

Oil	Gas	Oil	Gas	Oil	Gas
Specialty values					
Brazil cruzeiro	2630.79-2632.65				
Cyprus pound	0.7975-0.8075				
Denmark	6.3760-6.3800				

[illegible]

W Airways	460	33	33	47	12	21	24	(250)	300	2	19	31	3	39	45	(260)	280	11	14	19	27	10	30	25
W Airways	300	27	32	4	6	14	18	Br Telecom	300	3	20	3	2	11	18	Br Telecom	240	16	20	27	34	8	14	
(250)	280	14	22	3	15	21	27	(250)	360	1	8	15	28	30	33	(250)	260	4	11	17	13	19	21	

LONDON FOX

W Texas Intermediate (Mar)

W Texas Intermediate (Apr)

GNI LONDON

Singapore dollar

S Africa rand (Jan)

S Africa rand (Feb)

S Africa rand (Mar)

S Africa rand (Apr)

17.40	-0.20	2.8814-2.8849	Portugal	141.10-141.30
18.20	-0.20	6.1008-6.2124	Singapore	1.6428-1.6438
18.45	-0.15	4.9994-4.9976	Spain	102.00-102.05

(73)	30	2 1/2	4 1/2	6	9	11	12	(57)	600	1	18	32	28	42	46	(58)	460	28	47	60	37	53	57	Jan	730-120	Mar	122.60	Premium Gas 1/2	162 (-1)	Other 200 (-1)
C & W	550	53	66	79	8	18	24	GEC	200	3 1/4	14	17	1	6	10	Form	220	13	19	23	4	12	15	Sep	755-754	May	126.45	Gasol EEC	163 (-1)	164 (-1)
6000	6000	71	72	73	74	41	46	6000	220	4	8	18	18	23	6000	240	3 1/2	0	14	14	24	26	Dec	896-896	Jun	126.10	Non EEC 1 1/2 Mar	165 (-1)	166 (-1)	

[illegible]

ICI	1290	65	104	122	34	50	67	Pittsburgh	120	10	18	22	14	6	12	Middle	220	18	34	36	7	13	17	Spec	100.5						Dec	192.0-97.0						
(1300)	1300	36	77	97	62	74	92	(120)	130	1	13	15	2	11	16	(220)	240	0	20	25	7	24	27	Mar	105.0-84.6						Mar	195.4-94.0						
																	1200	10	16	17	11	27	30	May	105.0-84.6						May	195.4-94.0						

Overnight open 10%, close 10%.

Local Authority Demand 10% n/a 10% 10% 10%

[illegible][illegible][illegible]

(220)	240	8	-	24	-	Feb	153	96	55	22	54	2	W	-----	n/a	-1.48	-1.84	Feb 23 1992	Open 11:30 AM	1992	1991	1990	1989	1988	1987	1986	1985	1984	1983	1982	1981	1980	1979	1978	1977	1976	1975	1974	1973	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963	1962	1961	1960	1959	1958	1957	1956	1955	1954	1953	1952	1951	1950	1949	1948	1947	1946	1945	1944	1943	1942	1941	1940	1939	1938	1937	1936	1935	1934	1933	1932	1931	1930	1929	1928	1927	1926	1925	1924	1923	1922	1921	1920	1919	1918	1917	1916	1915	1914	1913	1912	1911	1910	1909	1908	1907	1906	1905	1904	1903	1902	1901	1900	1899	1898	1897	1896	1895	1894	1893	1892	1891	1890	1889	1888	1887	1886	1885	1884	1883	1882	1881	1880	1879	1878	1877	1876	1875	1874	1873	1872	1871	1870	1869	1868	1867	1866	1865	1864	1863	1862	1861	1860	1859	1858	1857	1856	1855	1854	1853	1852	1851	1850	1849	1848	1847	1846	1845	1844	1843	1842	1841	1840	1839	1838	1837	1836	1835	1834	1833	1832	1831	1830	1829	1828	1827	1826	1825	1824	1823	1822	1821	1820	1819	1818	1817	1816	1815	1814	1813	1812	1811	1810	1809	1808	1807	1806	1805	1804	1803	1802	1801	1800	1799	1798	1797	1796	1795	1794	1793	1792	1791	1790	1789	1788	1787	1786	1785	1784	1783	1782	1781	1780	1779	1778	1777	1776	1775	1774	1773	1772	1771	1770	1769	1768	1767	1766	1765	1764	1763	1762	1761	1760	1759	1758	1757	1756	1755	1754	1753	1752	1751	1750	1749	1748	1747	1746	1745	1744	1743	1742	1741	1740	1739	1738	1737	1736	1735	1734	1733	1732	1731	1730	1729	1728	1727	1726	1725	1724	1723	1722	1721	1720	1719	1718	1717	1716	1715	1714	1713	1712	1711	1710	1709	1708	1707	1706	1705	1704	1703	1702	1701	1700	1699	1698	1697	1696	1695	1694	1693	1692	1691	1690	1689	1688	1687	1686	1685	1684	1683	1682	1681	1680	1679	1678	1677	1676	1675	1674	1673	1672	1671	1670	1669	1668	1667	1666	1665	1664	1663	1662	1661	1660	1659	1658	1657	1656	1655	1654	1653	1652	1651	1650	1649	1648	1647	1646	1645	1644	1643	1642	1641	1640	1639	1638	1637	1636	1635	1634	1633	1632	1631	1630	1629	1628	1627	1626	1625	1624	1623	1622	1621	1620	1619	1618	1617	1616	1615	1614	1613	1612	1611	1610	1609	1608	1607	1606	1605	1604	1603	1602	1601	1600	1599	1598	1597	1596	1595	1594	1593	1592	1591	1590	1589	1588	1587	1586	1585	1584	1583	1582	1581	1580	1579	1578	1577	1576	1575	1574	1573	1572	1571	1570	1569	1568	1567	1566	1565	1564	1563	1562	1561	1560	1559	1558	1557	1556	1555	1554	1553	1552	1551	1550	1549	1548	1547	1546	1545	1544	1543	1542	1541	1540	1539	1538	1537	1536	1535	1534	1533	1532	1531	1530	1529	1528	1527	1526	1525	1524	1523	1522	1521	1520	1519	1518	1517	1516	1515	1514	1513	1512	1511	1510	1509	1508	1507	1506	1505	1504	1503	1502	1501	1500	1499	1498	1497	1496	1495	1494	1493	1492	1491	1490	1489	1488	1487	1486	1485	1484	1483	1482	1481	1480	1479	1478	1477	1476	1475	1474	1473	1472	1471	1470	1469	1468	1467	1466	1465	1464	1463	1462	1461	1460	1459	1458	1457	1456	1455	1454	1453	1452	1451	1450	1449	1448	1447	1446	1445	1444	1443	1442	1441	1440	1439	1438	1437	1436	1435	1434	1433	1432	1431	1430	1429	1428	1427	1426	1425	1424	1423	1422	1421	1420	1419	1418	1417	1416	1415	1414	1413	1412	1411	1410	1409	1408	1407	1406	1405	1404	1403	1402	1401	1400	1399	1398	1397	1396	1395	1394	1393	1392	1391	1390	1389	1388	1387	1386	1385	1384	1383	1382	1381	1380	1379	1378	1377	1376	1375	1374	1373	1372	1371	1370	1369	1368	1367	1366	1365	1364	1363	1362	1361	1360	1359	1358	1357	1356	1355	1354	1353	1352	1351	1350	1349	1348	1347	1346	1345	1344	1343	1342	1341	1340	1339	1338	1337	1336	1335	1334	1333	1332	1331	1330	1329	1328	1327	1326	1325	1324	1323	1322	1321	1320	1319	1318	1317	1316	1315	1314	1313	1312	1311	1310	1309	1308	1307	1306	1305	1304	1303	1302	1301	1300	1299	1298	1297	1296	1295	1294	1293	1292	1291	1290	1289	1288	1287	1286	1285	1284	1283	1282	1281	1280	1279	1278	1277	1276	1275	1274	1273	1272	1271	1270	1269	1268	1267	1266	1265	1264	1263	1262	1261	1260	1259	1258	1257	1256	1255	1254	1253	1252	1251	1250	1249	1248	1247	1246	1245	1244	1243	1242	1241	1240	1239	1238	1237	1236	1235	1234	1233	1232	1231	1230	1229	1228	1227	1226	1225	1224	1223	1222	1221	1220	1219	1218	1217	1216	1215	1214	1213	1212	1211	1210	1209	1208	1207	1206	1205	1204	1203	1202	1201	1200	1199	1198	1197	1196	1195	1194	1193	1192	1191	1190	1189	1188	1187	1186	1185	1184	1183	1182	1181	1180	1179	1178	1177	1176	1175	1174	1173	1172	1171	1170	1169	1168	1167	1166	1165	1164	1163	1162	1161	1160	1159	1158	1157	1156	1155	1154	1153	1152	1151	1150	1149	1148	1147	1146	1145	1144	1143	1142	1141	1140	1139	1138	1137	1136	1135	1134	1133	1132	1131	1130	1129	1128	1127	1126	1125	1124	1123	1122	1121	1120	1119	1118	1117	1116	1115	1114	1113	1112	1111	1110	1109	1108	1107	1106	1105	1104	1103	1102	1101	1100	1099	1098	1097	1096	1095	1094	1093	1092	1091	1090	1089	1088	1087	1086	1085	1084	1083	1082	1081	1080	1079	1078	1077	1076	1075	1074	1073	1072	1071	1070	1069	1068	1067	1066	1065	1064	1063	1062	1061	1060	1059	1058	1057	1056	1055	1054	1053	1052	1051	1050	1049	1048	1047	1046	1045	1044	1043	1042	1041	1040	1039	1038	1037	1036	1035	1034	1033	1032	1031	1030	1029	1028	1027	1026	1025	1024	1023	1022	1021	1020	1019	1018	1017	1016	1015	1014	1013	1012	1011	1010	1009	1008	1007	1006	1005	1004	1003	1002	1001	1000	999	998	997	996	995	994	993	992	991	990	989	988	987	986	985	984	983	982	981	980	979	978	977	976	975	974	973	972	971	970	969	968	967	966	965	964	963	962	961	960	959	958	957	956	955	954	953	952	951	950	949	948	947	946	945	944	943	942	941	940	939	938	937	936	935	934	933	932	931	930	929	928	927	926	925	924	923	922	921	920	919	918	917	916	915	914	913	912	911	910	909	908	907	906	905	904	903	902	901	900	899	898	897	896	895	894	893	892	891	890	889	888	887	886	885	884	883	882	881	880	879	878	877	876	875	874	873	872	871	870	869	868	867	866	865	864	863	862	861	860	859	858	857	856	855	854	853	852	851	850	849	848	847	846	845	844	843	842	841	840	839	838	837	836	835	834	833	832	831	830	829	828	827	826	825	824	823	822	821	820	819	818	817	816	815	814	813	812	811	810	809	808	807	806	805	804	803	802	801	800	799	798	797	796	795	794	793	792	791	790	789	788	787	786	785	784	783	782	781	780	779	778	777	776	775	774	773	772	771	770	769	768	767	766	765	764	763	762	761	760	759	758	757	756	755	754	753	752	751	750	749	748	747	746	745	744	743	742	741	740	739	738	737	736	735	734	733	732	731	730	729	728	727	726	725	724	723	722	721	720	719	718	717	716	715	714	713	712	711	710	709	708	707	706	705	704	703	702	701	700	699	698	697	696	695	694	693	692	691	690	689	688	687	686	685	684	683	682	681	680	679	678	677	676	675	674	673	672	671	670	669	668	667	666	665	664	663	662	661	660	659	658	657	656	655	654	653	652	651	650	649	648	647	646	645	644	643	642	641	640	639	638	637	636	635	634	633	632	631	630	629	628	627	626	625	624	623	622	621	620	619	618	617	616	615	614	613	612	611	610	609	608	607	606	605	604	603	602	601	600	599	598	597	596	595	594	593	592	591	590	589	588
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Feb	24	3	12	32	99	115	P219	235	3	94	13	21	23	26	Open	Close	Open	Close	Tin (Shannon)	9628.0-9630.0	9628.0-9630.0	4996	
Mar	16	25	40	59	90	125	Soot Pwr.	100	65	114	13	3	54	84	Feb	unq	123.3	unq	117.5	Aluminum HL Gdc (Shannon)	1267.0-1268.0	1267.0-1268.0	93895
Apr	34	44	57	78	95	125	Mar	unq	119.1	6	24	8	15	15	Mar	unq	119.5	unq	117.5				

February 19, 1992 Tce 39954 Cdb 26833
Pte 11121 FT-SE Cdb 3405 Pte 2895
Low: \$352.10-\$352.50 High: \$352.90-\$353.90 (\$201.00-\$202.00)
Sovereign: OM \$83.50-\$84.50 (\$47.50-\$48.50) New \$83.25-\$84.25 (\$47.25-\$48.25)

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Portfolio

PLATINUM

From your Portfolio Platinum card check your share price movements on this page only. Add them up to give you your overall total and check this against the daily dividend figure. If it matches you have won outright a share of the daily prize money. If you win, follow the claim procedure on the back of your card. Always have your card available when claiming. Game rules appear on the back of your card.

No	Company	Group	Cash or Div
1	Anglo American	Industrial	Div
2	Anglo Coal	Transport	Div
3	Anglo Gold	Transport	Div
4	Anglo Iron	Transport	Div
5	Anglo Lead	Transport	Div
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Weekly Dividend
Please make a note of your daily share price for the weekly dividend of £5,000 on Saturday's newspaper.

MON. TUE. WED. THU. FRI. SAT. SUN.

Mrs Eda Fisher, of Edinburgh, won the £5,000 Portfolio Platinum prize yesterday.

BANKS, DISCOUNT, HP

1991/92	High	Low	Company	Price	%	YTD	%	P/E
1	100	95	Barclays	100	0.5	100	0.5	10
2	100	95	Barclays	100	0.5	100	0.5	10
3	100	95	Barclays	100	0.5	100	0.5	10
4	100	95	Barclays	100	0.5	100	0.5	10
5	100	95	Barclays	100	0.5	100	0.5	10
6	100	95	Barclays	100	0.5	100	0.5	10
7	100	95	Barclays	100	0.5	100	0.5	10
8	100	95	Barclays	100	0.5	100	0.5	10
9	100	95	Barclays	100	0.5	100	0.5	10
10	100	95	Barclays	100	0.5	100	0.5	10

BREWERIES

1991/92	High	Low	Company	Price	%	YTD	%	P/E
1	100	95	Carlsberg	100	0.5	100	0.5	10
2	100	95	Carlsberg	100	0.5	100	0.5	10
3	100	95	Carlsberg	100	0.5	100	0.5	10
4	100	95	Carlsberg	100	0.5	100	0.5	10
5	100	95	Carlsberg	100	0.5	100	0.5	10
6	100	95	Carlsberg	100	0.5	100	0.5	10
7	100	95	Carlsberg	100	0.5	100	0.5	10
8	100	95	Carlsberg	100	0.5	100	0.5	10
9	100	95	Carlsberg	100	0.5	100	0.5	10
10	100	95	Carlsberg	100	0.5	100	0.5	10

BUILDING, ROADS

1991/92	High	Low	Company	Price	%	YTD	%	P/E
1	100	95	Anglo American	100	0.5	100	0.5	10
2	100	95	Anglo American	100	0.5	100	0.5	10
3	100	95	Anglo American	100	0.5	100	0.5	10
4	100	95	Anglo American	100	0.5	100	0.5	10
5	100	95	Anglo American	100	0.5	100	0.5	10
6	100	95	Anglo American	100	0.5	100	0.5	10
7	100	95	Anglo American	100	0.5	100	0.5	10
8	100	95	Anglo American	100	0.5	100	0.5	10
9	100	95	Anglo American	100	0.5	100	0.5	10
10	100	95	Anglo American	100	0.5	100	0.5	10

INDUSTRIALS

1991/92	High	Low	Company	Price	%	YTD	%	P/E
1	100	95	Anglo American	100	0.5	100	0.5	10
2	100	95	Anglo American	100	0.5	100	0.5	10
3	100	95	Anglo American	100	0.5	100	0.5	10
4	100	95	Anglo American	100	0.5	100	0.5	10
5	100	95	Anglo American	100	0.5	100	0.5	10
6	100	95	Anglo American	100	0.5	100	0.5	10
7	100	95	Anglo American	100	0.5	100	0.5	10
8	100	95	Anglo American	100	0.5	100	0.5	10
9	100	95	Anglo American	100	0.5	100	0.5	10
10	100	95	Anglo American	100	0.5	100	0.5	10

SHORTS (under 5 years)

1991/92	High	Low	Company	Price	%	YTD	%	P/E
1	100	95	Anglo American	100	0.5	100	0.5	10

MEDIUMS (5 to 15 years)

1991/92	High	Low	Company	Price	%	YTD	%	P/E
1	100	95	Anglo American	100	0.5	100	0.5	10

LONGS (over 15 years)

1991/92	High	Low	Company	Price	%	YTD	%	P/E
1	100	95	Anglo American	100	0.5	100	0.5	10

Share prices drift lower

ACCOUNT DAYS: Dealings began February 10. Dealings end on Friday. £Contango day February 24. Settlement day March 2. £Forward bargains are permitted on two previous business days. Prices recorded are at market close. Changes are calculated on the previous day's close, but adjustments are made when a stock is ex-dividend. Changes, yields and price/earnings ratios are based on middle prices.

1991/92 High Low Company Price % YTD % P/E

1991/92 High Low Company Price % YTD % P/E

1991/92 High Low Company Price % YTD % P/E

1991/92 High Low Company Price % YTD % P/E

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Portfolio

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20	Anglo Zinc	Transport	Div

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9	100	95	Barclays	100	0.5	100	0.5	10
10	100	95	Barclays	100	0.5	100	0.5	10

BREWERIES

SHOES, LEATHER									
23	Automatic	34			03	28			
27	Hoffman	72					44	24.00	
183	Shoemaker	83			11	5			
184	Shoemaker	80			02	45			
185	Shoemaker	80			02	45			
186	Shoemaker	80			02	45			
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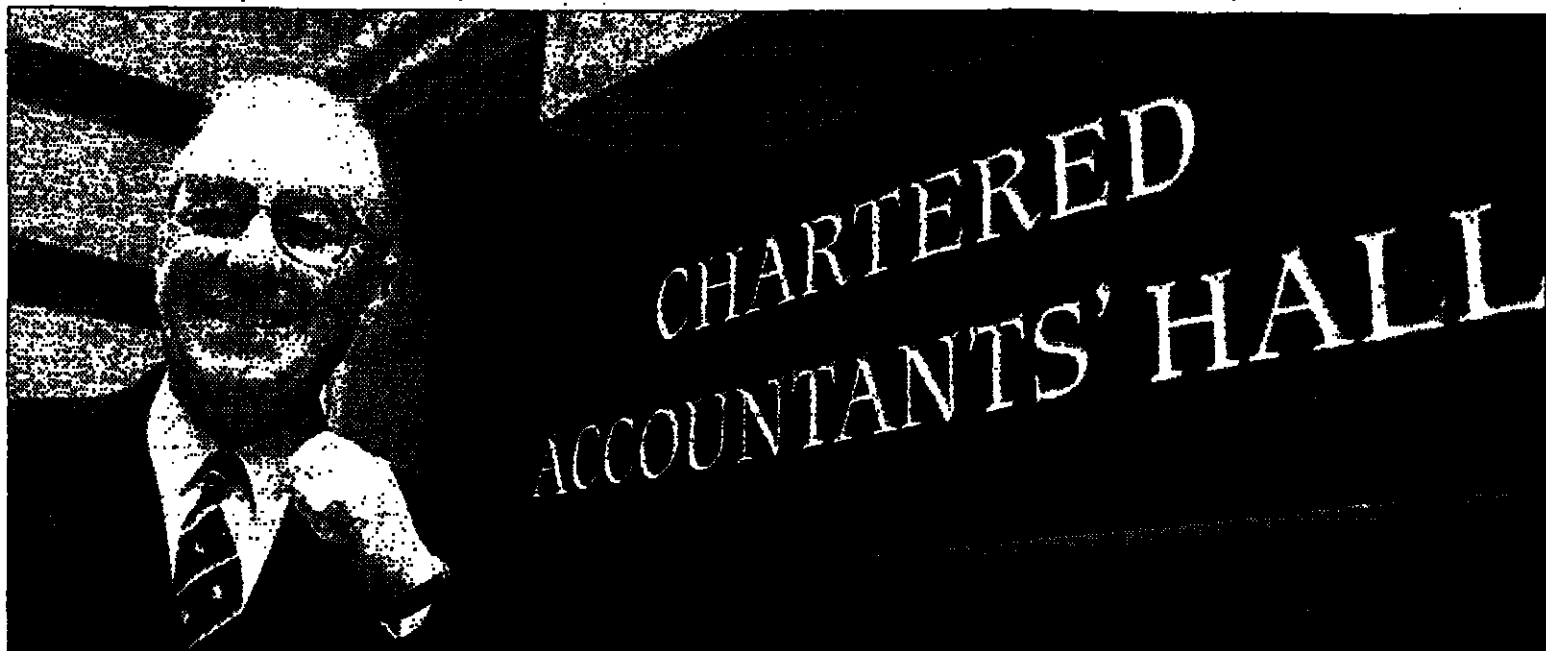
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ACCOUNTANCY TIMES



"The effects of redundancy cannot be overstated": Ian McNeil says job clubs can offer a sympathetic approach and practical help

Guidance in the quest for work

Ian McNeil looks at the changing job market and suggests redundant accountants should 'join the club'

Until recent months, "redundant chartered accountant" would have sounded like an oxymoron on a par with "Lebanese government" and "British Rail sleeper". However, chartered accountants, whose qualification has been perceived as a guarantee of employment, are suffering along with many other professionals. The current recession, as well as causing management job losses in those industries more traditionally vulnerable, has penetrated deeply into the commercial sectors, including financial services, and even the chartered accountants' domain, public practice.

Estimates of the numbers of unemployed chartered accountants have been put at 2,500 to 3,000. This includes a considerable number of newly qualified members who, until 1990, were snapped up in the job market. At the other end, senior company directors and partners in practice, who had every right to feel they had a job and financial security for life, are, for the first time, finding that their "services are no longer required".

The potential effects of redundancy on an individual cannot be overstated. It can be traumatic. Initial intense emotions of shock, resentment and rejection are quite usual, followed by a loss of self-esteem and deflation, leading, sometimes, to despondency and depression. It is hardly surprising that job loss ranks highly as a personal stress experience, particularly if coupled with a period of financial difficulty. This at a time when the individuals concerned need to marshal their thoughts and channel their energies into the considerable efforts needed to find a

new position. Job search is a job in itself, which, for most, requires a knowledge and expertise that many don't possess naturally. About one in five redundant accountants are fortunate enough to be given professional "out-placement" assistance from a career counselling firm paid for by their last employer. Of the rest, a small number purchase the same services from their own funds, but, for quality assistance with continuing support, the costs are high.

In response to this situation, the Institute of Chartered Accountants in England and Wales has channelled extra resources into Chartered Recruitment, its free counselling and appointments service, in order to expand its activities and mount new initiatives to provide unemployed members with the guidance, information and support they require.

How is this done? First, Chartered Recruitment's consultants are there as an immediate contact point, as "someone to turn to". They provide a sympathetic and understanding approach to individual situations, with a realistic and practical knowledge of the recruitment market and requirements of job search. They can often give answers to immediate queries, such as termination arrangements and alternative offers. At individual meetings, our consultants can offer advice on self-assessment, the direction in which experience can be applied, and other possibilities, such as self-employment.

To back up this service,

Charter Recruitment has prepared a range of booklets and information sheets, ranging from matters such as CV presentation and interview technique to job sources and preparation of approach letters. For newly qualified members who, in these leaner times, require specific career advice to complement their job search, seminars are held at about the time the institute's final examinations results are published.

For all unemployed members we have been arranging seminars regularly at venues around the country. These cover the basic requirements and techniques needed in effective job search. An interactive approach with participants is encouraged, so that individuals' needs and experiences can be shared.

Through all the advice provided, our consultants place particular emphasis on the need for members to realise that, through a professional self-marketing exercise, they will need to identify, and often "create", opportunities through contacts and, where appropriate, by undertaking direct approaches to potential employers.

All that is invaluable, but how is morale and motivation maintained over what, for most, will be many months of unemployment? One partial answer is the establishment of job clubs. Charter Recruitment, in conjunction with the institute's district societies network, is establishing venues throughout the country where members can meet

regularly to exchange ideas and information.

The psychological fact of "I'm not alone" is a boost in itself. Getting away from the feeling of isolation and gaining support and advice, an important bearing in mind that "quick" success (applicable to about 30 per cent) in finding a job is three to six months. Of the 1,000 members of Charter Recruitment's appointment register at present, about 20 per cent have been unemployed for more than 12 months.

The format of a job club is that each member joining will, either through a meeting with a Charter Recruitment consultant or by attending a seminar, have gained an understanding of the requirements of their job search. The job club, which is chaired by one of the participants, provides a forum for mutual help, support and advice. For example, specific sessions have been held constructively criticising each other's CVs.

Useful information is often imparted by way of snippets; a recent example was a member able to provide an insight into the number of applicants and the type of background short-listed for an advertised post of bursar (a position that appeals to many). One member found a position through a fellow "job clubber" providing a client contact relevant to her expertise. Another was able to encourage others by reporting that he had received two interview offers from a batch of about 500 letters he wrote between March and August last year. The London job club was

Running scared of complex rules

FOR SOME reason, analysts are wary of accounting rules. They are happy to put out umpteen research documents describing what companies have told them at recent meetings and spice this up with their own views or statistics. But it is rare to find a research document that takes the published figures and argues that the accounting rules have been flouted or that the rules are, perhaps, wrong and produce misleading information.

So when the news came through the grapevine that Barclays de Zoete Wedd had produced a research document on precisely this topic, there was great excitement. Sadly, as we now know, the result was the dampest of squibs.

What BZW did was produce a report that took two of the proposed new standards from the Accounting Standards Board — on the presentation of the profit and loss account and on accounting for financial instruments — and assessed what effect they would have on the accounts of five companies: British Airways, Fisons, Ladbroke, P&O and Cable and Wireless. The result, as you might expect, was critical, and the report was withdrawn. The problem, as BZW put it, was that "some comments in that report were capable of misunderstanding" and that this "may have given rise to an inaccurate perception of the financial position of these companies". This is sad. Companies need more analysis and need to be kept on their toes. With a new financial reporting regime flexing its muscles, it would help companies as much as their shareholders and the regulators to focus clearly on the issues involved. The sadness is that debates such as the BZW effort will discourage other analysts from producing the required research.

The last remotely comparable piece of work appeared a year ago. UBS Phillips and Drew produced a research paper, *Accounting For Growth*. This reviewed ten years of what was euphemistically called "accounting innovation". It detailed the ways in which an alliance of fund managers and bonus and share option-driven managements kept the growth coming.

"The answer that many came across," it said, "involved complex accounting procedures which allowed the all-important earnings per share growth to be reported while retaining a clean audit report." It went on to detail the accounting tricks and finished off on a moralistic note, which explained that "the name of the game is making sure that your funds are not invested in the next accounting nightmare". This, presumably, was also what BZW had in mind when it planned its abortive report. The problem is that high-flown stuff

is all very well at a time when the corporate sector is in a dreadful state and the fashion is for hair shirts all round. What is forgotten is that back in the mid-Eighties, the word in the City was that if companies were not using appropriately fancy footwork in the accounting policy field then their share prices would be marked down accordingly.

With some luck and a strong regulatory framework, it may well be that come the next boom, if it ever materialises, analysts will cry out that some companies are pushing their accounting "innovations" to the limit and should be avoided. Somehow, though, I doubt it.

What is needed is a much greater depth of understanding by analysts of what is involved. It is a topic that is not much discussed. Certainly, the large audit firms believe that their strength in keeping wayward clients in line would be much

helped if analysts paid more attention to how the accounting policies and their changes alter the perception rather than the reality of a company's performance. Ten years ago, a research study appeared entitled *The Institutional Investor and Financial Information*. It was written by Tom Lee and David Tweedie, then-stalwarts of the Edinburgh accounting community. The irony is that this same Tweedie is now the man in charge of the Accounting Standards Board, whose new rules were at the root of the BZW report. The book was the second that Lee and Tweedie had written. The first had dealt with how far private shareholders understood published financial

information. The conclusion to that book could be summed up simply as "not a lot". The study of institutional investors might, however, have been expected to come up with a more heartening message. It did not. It concluded: "In relation to traditional reporting practice, the overall levels of understanding were not as high as might have been expected from financial experts. Accounting terminology and financial ratios were particularly disappointing in that respect. Respondents' answers, despite prompting by the interviewers, were characterised by vagueness, with a sizeable number of respondents obviously having a poor or no understanding of many of the topics concerned."

It would be good to think that in the intervening ten years everything has changed. But as long as analysts produce hardly any reports on financial reporting practices, or withdraw them as soon as companies bark back, then it would be safe to assume that levels of understanding are not exactly high.

● The author is the Associate Editor of *Accountancy Age*.



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Fines pose fresh threat to firms

By GRAHAM SEARJEANT, FINANCIAL EDITOR

THE £100,000 fine imposed on partners of the former Arthur Young by the accountancy profession's disciplinary system may seem to pose a new financial threat to accountancy firms already facing enormous civil claims when they are involved in companies that go wrong.

The case was, however, somewhat unusual. It followed a trade and industry department inspectors' report into Milbury, one of the companies formerly controlled by Jim Raper, which was critical not only of auditors but also, more damningly, a wide range of City worthies from the Stock Exchange to the Takeover Panel that were not subject to professional peril.

The report virtually obliged the Institute of Chartered Accountants to take action by referring all members criticised to the executive of the joint disciplinary scheme. As it happens, the chartered accountant in that two-man team of inspectors was Michael Lickiss, who by the time the enquiry got into full swing, had become president of the institute. This did not, however, influence the enquiry away from clearing

Arthur Young of some of his complaints and clearing some individuals criticised in the inspectors' report of any professional blame.

The judgments held other curiosities. The enquiry cleared the two audit partners directly concerned from any professional blame while upholding complaints against their firm, mainly, it seems, because the two followed the firm's procedures and consulted their partners. This will surely carry a message for all auditors who have partners to consult.

Arthur Young must also pay £40,000 towards the enquiry's £200,000 costs. Since none of the six individuals also investigated was asked to contribute, the joint disciplinary scheme will be a net £60,000 out of pocket. The fine is the highest ever.

That does not mean much, however, because committees of enquiry were only empowered to fine firms, as opposed to individual chartered accountants, from 1989 on cases referred thereafter. The Milbury case was one of the first.

Overall, the £140,000 charged to Ar-

thur Young partners pales before the £273,000 charged to Price Waterhouse five years ago over affairs of the former Bryanston Finance, an enquiry that, likewise, followed a trade and industry department inspectors' report. It was all described as a contribution to fees, including the costs of appeal. The Arthur Young partners judiciously decided not to go ahead with an appeal, though they had given formal notice of one.

The power of precedent in this case may, however, be limited because the disciplinary system is due to change again soon. Under the new proposals, which have been generally welcomed and will soon be sent out for approval, the inquisitorial enquiry will disappear.

A legal officer will be appointed to conduct investigations, somewhat in the manner of the Serious Fraud Office, and prepare charges to be sent to a tribunal to pass judgement. This could affect the level of fines. Senior partners may, therefore, view with mixed feelings the possibility that the new prosecutor may have no better success rate than the SFO.

Flawed office?

THE Serious Fraud Office may be coming in for a lot of criticism, but help is at hand. It has decided training is needed and has received authorisation to train chartered accountants under the training outside public practice scheme. Only seven other organisations in the country have been approved. Phil Armitage, director of education and training, says the ICA's standards are high. "I imagine that the SFO's trainees will be exposed to a very rich and varied experience," he adds. "The SFO has satisfied our guidelines and we are confident that the experience they offer will be very good." So, will there now be trainee sleuths pursuing a

paper trail across the City of London? Perhaps bringing some naive minds into detective work may be more productive than the exhaustively subtle brains they've got working there now.



Media mania

ACCOUNTANTS have always been rather ambivalent about recruiting graduates who have done nothing but accountancy during their time at university, but that doesn't stop people applying for the courses. According to figures from The Universities Central Council on Admissions, the number of applicants for accountancy courses this autumn has increased more than 10 per cent. Whilst university applications are up all round, this is a greater increase than any of the comparable professions. Perhaps the most significant figure is media studies, which rose 67 per cent. No doubt many of these students will

subsequently enter accountancy, and given the amount of media attention accountants are getting these days, that is probably just as well.

Legal hitch

ALTHOUGH accountants going to work for lawyers has always seemed like a minor form of treason, Colin Wardale, formerly with Arthur Andersen, claims he feels comfortable in his new job at Addleshaw Sons & Latham, the Manchester law firm. So, can accountants learn anything from lawyers? Mr Wardale would not admit any deficiency in his native profession, but conceded that accountants might have something to learn when it came to "attention to detail". Wardale, Andersen's still connected with De Loane, that may be a shrewd observation.

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Supporters begin protest at rise in Old Trafford prices

By OUR SPORTS STAFF

MANCHESTER United supporters who are angry over the club's plans to raise ticket prices by up to 54 per cent next season have begun efforts to oppose the scheme. The supporters began their campaign at a meeting at Lancashire cricket club on Tuesday, adopting the name Hostage of Season Tickets Against Gross Exploitation.

The campaign's leader, Peter Kenny, said: "Young lads who are currently paying £6 to stand on the Stretford End will be asked to pay £12 or £14. They are just not going to be able to afford it. We believe that Manchester United are in a unique position and should be able to keep their ticket prices at a reasonable level."

The board says that because the ground is going all-seater and the capacity will be reduced, they have to increase prices. We do not accept the argument. However, Robin Saunders, the finance director of the club, rejected the criticism. He said: "The capacity of the ground is being brought down because of the Taylor Report and the Football Supporters Act."

"We have to go all-seater. The prices reflect the fact that we will have a lower capacity. We still believe that we offer value for money."

Aldershot plan to go ahead with tomorrow night's fourth division match at home to Mansfield. Town after the offer of an eleven-hour rescue package was presented at a public meeting on Tuesday night. The identity of the would-be saviour is unknown, but part of his proposed deal involves all four directors of the club resigning, along with Trevor Gladwell, the Aldershot chairman.

The five have agreed to step down in addition to writing off personal loans totalling £300,000. The meeting heard Aldershot's debts confirmed at £1.2 million.

All players participating in this summer's European championship finals in Sweden will have to wear numbers on the front, as well as the back, of their shirts. Additionally, their surnames must be printed above the number on their backs.

The Uefa rules, which are designed to make life easier for referees and spectators by minimising confusion and misunderstanding, dictate that the number on the front must be 10cm high and the name 7.5cm tall.

Glenn Hoddle played for the full 90 minutes for Swindon Town's reserves against Luton Town's reserves yesterday. Hoddle, the Swindon player-manager, has played only one reserve game since damaging a thigh muscle at Plymouth just over four months ago, but his performance in the 1-1 draw has hopes that he would be fit in time for the second division promotion run-in.

Surprisingly, the team is not starting the season, which opens on March 1 in South Africa, with a new car. Instead, McLaren has opted to weather the first three races with last season's model. Senna was unusually philosophical about this, bearing in mind the pressure he brought to bear on the team last year when he felt that Williams and Renault were oversteering.

"Yes, it is the first time we have started a season without a new car. Some of the equipment was not quite ready, so it was decided to go for reliability. I don't know if we'll be at a disadvantage or not," Senna said. "The decision not to start in South Africa with a new car was taken in January. I was informed of it then."

Inside the McLaren base with Gerhard Berger, his team-mate, Senna looked pensive. He added: "I suppose I could have put more pressure on them, but ultimately it is the team's responsibility." With a shrug, he dismissed the topic.

Senna admitted that it became harder to motivate himself each season. "I don't miss driving as much as I used to. In fact, I could have done with a couple more months' holiday."



Back in the driving seat: Senna returns to the cockpit of his McLaren-Honda at Silverstone yesterday

Senna returns to the circuit

By NORMAN HOWELL

AYRTON Senna is back. After his customary winter lay-off in Brazil, the Formula One world champion was at Silverstone yesterday getting reacquainted with the car that brought him his third world title after a hard-fought battle with Nigel Mansell.

Senna looked incongruously tanned in the Northamptonshire grey that cloaked the former aerodynamicist. McLaren-Honda has been testing all winter. He appeared fit, cheekbones rising sharply from his still-boyish face.

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Senna admitted that it became harder to motivate himself each season. "I don't miss driving as much as I used to. In fact, I could have done with a couple more months' holiday."

"I have no ambition to win the most titles, or be considered the best driver ever. All I am concerned about is to do my best. If I can achieve that, that is good enough to stay on top."

While Senna was lapping at Silverstone, Ron Dennis, the owner of McLaren, was having lunch with John Major. The occasion was the recognition of the success of McLaren and the other sponsors of the team. The prime minister presented Dennis with the Formula 1 Constructors' trophy. If Senna and Dennis have their way, this might well become an annual event.

Premier League approval likely

THE Premier League should arrive at its final hurdle today (Peter Ball writes). The Football Association council meets at Lancaster Gate to decide whether to ratify the new league, which would then begin next season.

Providing the Football League's rejection on Monday of any restriction on the size of grounds can be accommodated, and that is not certain, the FA's approval seems likely to be granted.

Many councillors will give their consent only with serious misgivings, for there is a strong undercurrent of discontent among the county associations. The objections fall into two categories, those of principle and practice. Some councillors feel that the FA has no business getting involved in professional leagues. The second objection is more widespread, many believing that the new league is a long way from the design they approved last year.

But with commercial considerations paramount at Lancaster Gate as well as elsewhere, and the threat of anarchy on the horizon if the league does not receive approval, the FA councillors seem likely to prefer pragmatism to principle and still their misgivings, however unhappily.

Boxing

Mickey Duff, Jacobs' new manager, believes his man will once again prove superior and go on to see world honours. "He beat Bryan by three rounds and I've got him back on the scoring and the same venue and he'll do it again," Duff said.

Those who saw the former World Boxing Council (WBC) international champion and Commonwealth title-holder slapped down by Buddy McGirt in New York in 1989 do not believe the Scot will be the same again. Whereas defeat was no disaster — McGirt went on to win the WBC title by defeating the formidable Simon Brown — the bout was still a match-making error.

Jacobs came home to lose his Commonwealth title to Donovan Richards at Caen, and was then knocked out by Mickey Hughes in eight. Bryan, despite suffering reverses throughout his career, has shown remarkable resilience. He caught Kirkland Laing on one of his many bad nights to lift the British title and, since then, has grown in confidence.

Bowls

OVERSEAS players were having a difficult time in the Midland Bank world indoor championships until Gary Lawson, aged 26, a New Zealander, surprised Graham Robertson, the New Zealand singles title on carpet and on grass.

Robertson, a dour campaigner from East Lothian who is famous for making comebacks, was given a taste of his own medicine, losing the first two sets after getting into winning positions. The Scot led 6-3 in the first set, but conceded three ends in succession to lose it 7-6. Then, 6-5 up in the second set, he saw Lawson escape with a double for another 7-6 success.

Again in the third set, Robertson led 4-3 after five ends, but dropped successive doubles which gave the New Zealander, who has been practising daily before dawn with Ian Schuback of Australia, an unexpected straight-sets victory.

RESULTS: First round: H Duff (Scot) 11-7 G McGirt (Ire), 7-2, 7-6, 7-2; G Lawson (NZ) 7-6 G Robertson (Scot), 7-6, 7-6, 7-4.

Duff predicts a repeat performance



Bryan: resilient

TWO old rivals, whose fortunes and aspirations set them on diverging paths in the Eighties, tonight find themselves back where they were four years ago — facing each other at the Scottish Exhibition Centre, Glasgow (Sikumar Sen writes).

Then, Gary Jacobs, a promising young Scot, clearly outpointed Delroy Bryan, a struggling welterweight from Nottingham. Tonight, due to a reversal of fortunes in the intervening years, Jacobs finds himself challenging Bryan for the British title.

Mickey Duff, Jacobs' new manager, believes his man will once again prove superior and go on to see world honours. "He beat Bryan by three rounds and I've got him back on the scoring and the same venue and he'll do it again," Duff said.

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Lawson springs a surprise

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Watson, who scored 35, featured in a 46-run stand with her captain, Helen Plimmer, for the first wicket but England, who chose to bat after rain delayed the start, crumbled after Plimmer was out for 26.

SCORES: England 146 (Watson 6-40, Tinkler 4-27) Australia 0.

FOR THE RECORD

FOOTBALL
International match: Ireland 0-0 Wales (1-15100, Penarth 72) (at Shamrock Rovers).
International match: Italy 4, Sen Marino 0 (in Catania).
BARCLAYS LEAGUE: Third division: Postponed: Hull City v Bolton Wanderers.
Late results on Tuesday:
B INTERNATIONAL MATCH: England 3, France 0 (at Loftus Road).
UNDER-21 INTERNATIONAL MATCHES: Scotland 3, Denmark 0 (at Hibernian).
France 0, Portugal 1 (in Cannes).
AUTOCROSS TROPHY: Southern section: First round: Bournemouth 1, Weymouth 0. Northern section: Quarter-final: Rotherham 1, Burnley 1 (at Burnley 4-2 on pens).
BARCLAYS LEAGUE: Second division: Gillingham 2, Southend United 2. Third division: Exeter City 1, Wigan Athletic 0. Hartlepool United 0, Stockport County 1. Fourth division: Alton 4, Bury 2. Doncaster Rovers 2, Hereford United 0. Southend United 2, Crewe Alexandra 1.
B AND Q SCOTTISH LEAGUE: Second division: Dundee 1, Dundee United 1.

FOOTBALL
Divisional: Barnet 1, East Stirling 0. Crawley 0, Ayr 0.
UNDER-21 INTERNATIONAL MATCHES: Merthyr Tydfil 0, Kettering Town 1.
TOUR MATCH: Newcastle United 2, Tottenham 1. (at Wembley).
BOB LORD TROPHY: Semi-finals, association: St Albans 1, Runcorn 0. (Runcorn won 5-2 on agg).
WOMEN'S LEAGUE: First division: Walsley 2, Yeovil 0 (Walsley won 2-0 on agg).
ALL-IRISH: SWANSEA WELSH CUP: Quarter-final: Swansea City 0, Cardiff City 1.
SMITHSONIAN IRISH LEAGUE: Ards 0, Carrick 1.
BASS IRISH CUP: Sixth round replays: Crusaders 2, Limerick 0. United 3, Sligo 0.
HAPP LAGER FAI CUP: First round: Sligo 1, Carrick 0.
AUTOCROSS LEAGUE: Premier division: First round: Bournemouth 1, Weymouth 0. Northern section: Quarter-final: Rotherham 1, Burnley 1 (at Burnley 4-2 on pens).
BARCLAYS LEAGUE: Second division: Gillingham 2, Southend United 2. Third division: Exeter City 1, Wigan Athletic 0. Hartlepool United 0, Stockport County 1. Fourth division: Alton 4, Bury 2. Doncaster Rovers 2, Hereford United 0. Southend United 2, Crewe Alexandra 1.
B AND Q SCOTTISH LEAGUE: Second division: Dundee 1, Dundee United 1.

REAL TENNIS
QUEEN'S CLUB: Combined Services championship: First round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Second round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Third round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Fourth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Fifth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Sixth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Seventh round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Eighth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Ninth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Tenth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Eleventh round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Twelfth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Thirteenth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Fourteenth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Fifteenth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Sixteenth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Seventeenth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Eighteenth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Nineteenth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Twentieth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Twenty-first round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Twenty-second round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Twenty-third round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Twenty-fourth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Twenty-fifth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Twenty-sixth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Twenty-seventh round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Twenty-eighth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Twenty-ninth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Thirtieth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Thirty-first round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Thirty-second round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Thirty-third round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Thirty-fourth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Thirty-fifth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Thirty-sixth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Thirty-seventh round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Thirty-eighth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Thirty-ninth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Fortieth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Forty-first round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Forty-second round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Forty-third round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Forty-fourth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Forty-fifth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Forty-sixth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Forty-seventh round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Forty-eighth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Forty-ninth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Fiftieth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Fifty-first round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Fifty-second round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Fifty-third round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Fifty-fourth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Fifty-fifth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Fifty-sixth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Fifty-seventh round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Fifty-eighth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Fifty-ninth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Sixtieth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Sixty-first round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Sixty-second round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Sixty-third round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Sixty-fourth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Sixty-fifth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Sixty-sixth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Sixty-seventh round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Sixty-eighth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Sixty-ninth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Seventieth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Seventy-first round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Seventy-second round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Seventy-third round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Seventy-fourth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Seventy-fifth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Seventy-sixth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Seventy-seventh round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Seventy-eighth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Seventy-ninth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Eightieth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Eighty-first round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Eighty-second round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Eighty-third round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Eighty-fourth round: D. Reed 6-3, 6-4; J. Statham 6-3, 6-4. Eighty-fifth round: D. Reed 6-3, 6-4; J. 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RUGBY FIVES
ST PAUL'S CLUB: BARNES: University: First round: Cambridge beat Oxford 2-1. Second round: Cambridge beat Oxford 2-1. Third round: Cambridge beat Oxford 2-1. Fourth round: Cambridge beat Oxford 2-1. Fifth round: Cambridge beat Oxford 2-1. Sixth round: Cambridge beat Oxford 2-1. Seventh round: Cambridge beat Oxford 2-1. Eighth round: Cambridge beat Oxford 2-1. Ninth round: Cambridge beat Oxford 2-1. Tenth round: Cambridge beat Oxford 2-1. Eleventh round: Cambridge beat Oxford 2-1. Twelfth round: Cambridge beat Oxford 2-1. Thirteenth round: Cambridge beat Oxford 2-1. Fourteenth round: Cambridge beat Oxford 2-1. Fifteenth round: Cambridge beat Oxford 2-1. Sixteenth round: Cambridge beat Oxford 2-1. Seventeenth round: Cambridge beat Oxford 2-1. Eighteenth round: Cambridge beat Oxford 2-1. Nineteenth round: Cambridge beat Oxford 2-1. Twentieth round: Cambridge beat Oxford 2-1. Twenty-first round: Cambridge beat Oxford 2-1. Twenty-second round: Cambridge beat Oxford 2-1. Twenty-third round: Cambridge beat Oxford 2-1. Twenty-fourth round: Cambridge beat Oxford 2-1. Twenty-fifth round: Cambridge beat Oxford 2-1. Twenty-sixth round: Cambridge beat Oxford 2-1. Twenty-seventh round: Cambridge beat Oxford 2-1. Twenty-eighth round: Cambridge beat Oxford 2-1. Twenty-ninth round: Cambridge beat Oxford 2-1. Thirtieth round: Cambridge beat Oxford 2-1. Thirty-first round: Cambridge beat Oxford 2-1. Thirty-second round: Cambridge beat Oxford 2-1. Thirty-third round: Cambridge beat Oxford 2-1. Thirty-fourth round: Cambridge beat Oxford 2-1. Thirty-fifth round: Cambridge beat Oxford 2-1. Thirty-sixth round: Cambridge beat Oxford 2-1. Thirty-seventh round: Cambridge beat Oxford 2-1. Thirty-eighth round: Cambridge beat Oxford 2-1. Thirty-ninth round: Cambridge beat Oxford 2-1. Fortieth round: Cambridge beat Oxford 2-1. Forty-first round: Cambridge beat Oxford 2-1. Forty-second round: Cambridge beat Oxford 2-1. Forty-third round: Cambridge beat Oxford 2-1. Forty-fourth round: Cambridge beat Oxford 2-1. Forty-fifth round: Cambridge beat Oxford 2-1. Forty-sixth round: Cambridge beat Oxford 2-1. Forty-seventh round: Cambridge beat Oxford 2-1. Forty-eighth round: Cambridge beat Oxford 2-1. Forty-ninth round: Cambridge beat Oxford 2-1. Fiftieth round: Cambridge beat Oxford 2-1. Fifty-first round: Cambridge beat Oxford 2-1. Fifty-second round: Cambridge beat Oxford 2-1. Fifty-third round: Cambridge beat Oxford 2-1. Fifty-fourth round: Cambridge beat Oxford 2-1. Fifty-fifth round: Cambridge beat Oxford 2-1. Fifty-sixth round: Cambridge beat Oxford 2-1. Fifty-seventh round: Cambridge beat Oxford 2-1. Fifty-eighth round: Cambridge beat Oxford 2-1. Fifty-ninth round: Cambridge beat Oxford 2-1. Sixtieth round: Cambridge beat Oxford 2-1. Sixty-first round: Cambridge beat Oxford 2-1. Sixty-second round: Cambridge beat Oxford 2-1. Sixty-third round: Cambridge beat Oxford 2-1. Sixty-fourth round: Cambridge beat Oxford 2-1. Sixty-fifth round: Cambridge beat Oxford 2-1. Sixty-sixth round: Cambridge beat Oxford 2-1. Sixty-seventh round: Cambridge beat Oxford 2-1. Sixty-eighth round: Cambridge beat Oxford 2-1. Sixty-ninth round: Cambridge beat Oxford 2-1. Seventieth round: Cambridge beat Oxford 2-1. Seventy-first round: Cambridge beat Oxford 2-1. Seventy-second round: Cambridge beat Oxford 2-1. Seventy-third round: Cambridge beat Oxford 2-1. Seventy-fourth round: Cambridge beat Oxford 2-1. Seventy-fifth round: Cambridge beat Oxford 2-1. Seventy-sixth round: Cambridge beat Oxford 2-1. Seventy-seventh round: Cambridge beat Oxford 2-1. Seventy-eighth round: Cambridge beat Oxford 2-1. Seventy-ninth round: Cambridge beat Oxford 2-1. Eightieth round: Cambridge beat Oxford 2-1. Eighty-first round: Cambridge beat Oxford 2-1. Eighty-second round: Cambridge beat Oxford 2-1. Eighty-third round: Cambridge beat Oxford 2-1. Eighty-fourth round: Cambridge beat Oxford 2-1. Eighty-fifth round: Cambridge beat Oxford 2-1. Eighty-sixth round: Cambridge beat Oxford 2-1. Eighty-seventh round: Cambridge beat Oxford 2-1. Eighty-eighth round: Cambridge beat Oxford 2-1. Eighty-ninth round: Cambridge beat Oxford 2-1. Ninetieth round: Cambridge beat Oxford 2-1. Ninety-first round: Cambridge beat Oxford 2-1. Ninety-second round: Cambridge beat Oxford 2-1. Ninety-third round: Cambridge beat Oxford 2-1. Ninety-fourth round: Cambridge beat Oxford 2-1. Ninety-fifth round: Cambridge beat Oxford 2-1. Ninety-sixth round: Cambridge beat Oxford 2-1. Ninety-seventh round: Cambridge beat Oxford 2-1. Ninety-eighth round: Cambridge beat Oxford 2-1. Ninety-ninth round: Cambridge beat Oxford 2-1. One hundredth round: Cambridge beat Oxford 2-1.

BADMINTON
DEN BOSCH: The Netherlands: Thomas: First round: Group B: Ireland 0, Cyprus 0. Group C: United States 0, Malaysia 0. Group D: Indonesia 0, Taiwan 0. Group E: Australia 0, New Zealand 0. Group F: Portugal 0, Mexico 0. Group G: South Africa 0, Italy 0. Group H: Luxembourg 0, Finland 0. Group I: South Korea 0, Japan 0. Group J: Hong Kong 0, Thailand 0. Group K: Australia 0, South Korea 0. Group L: South Korea 0, Japan 0. Group M: Hong Kong 0, Thailand 0. Group N: Australia 0, South Korea 0. Group O: South Korea 0, Japan 0. Group P: Hong Kong 0, Thailand 0. Group Q: Australia 0, South Korea 0. Group R: South Korea 0, Japan 0. Group S: Hong Kong 0, Thailand 0. Group T: Australia 0, South Korea 0. Group U: South Korea 0, Japan 0. Group V: Hong Kong 0, Thailand 0. Group W: Australia 0, South Korea 0. Group X: South Korea 0, Japan 0. Group Y: Hong Kong 0, Thailand 0. Group Z: Australia 0, South Korea 0. Group AA: South Korea 0, Japan 0. Group AB: Hong Kong 0, Thailand 0. Group AC: Australia 0, South Korea 0. Group AD: South Korea 0, Japan 0. Group AE: Hong Kong 0, Thailand 0. Group AF: Australia 0, South Korea 0. Group AG: South Korea 0, Japan 0. Group AH: Hong Kong 0, Thailand 0. Group AI: Australia 0, South Korea 0. Group AJ: South Korea 0, Japan 0. Group AK: Hong Kong 0, Thailand 0. Group AL: Australia 0, South Korea 0. Group AM: South Korea 0, Japan 0. Group AN: Hong Kong 0, Thailand 0. Group AO: Australia 0, South Korea 0. Group AP: South Korea 0, Japan 0. Group AQ: Hong Kong 0, Thailand 0. Group AR: Australia 0, South Korea 0. Group AS: South Korea 0, Japan 0. Group AT: Hong Kong 0, Thailand 0. Group AU: Australia 0, South Korea 0. Group AV: South Korea 0, Japan 0. Group AW: Hong Kong 0, Thailand 0. Group AX: Australia 0, South Korea 0. Group AY: South Korea 0, Japan 0. Group AZ: Hong Kong 0, Thailand 0. Group BA: Australia 0, South Korea 0. Group BB: South Korea 0, Japan 0. Group BC: Hong Kong 0, Thailand 0. Group BD: Australia 0, South Korea 0. Group BE: South Korea 0, Japan 0. Group BF: Hong Kong 0, Thailand 0. Group BG: Australia 0, South Korea 0. Group BH: South Korea 0, Japan 0. Group BI: Hong Kong 0, Thailand 0. Group BJ: Australia 0, South Korea 0. Group BK: South Korea 0, Japan 0. Group BL: Hong Kong 0, Thailand 0. Group BM: Australia 0, South Korea 0. Group BN: South Korea 0, Japan 0. Group BO: Hong Kong 0, Thailand 0. Group BP: Australia 0, South Korea 0. Group BQ: South Korea 0, Japan 0. Group BR: Hong Kong 0, Thailand 0. Group BS: Australia 0, South Korea 0. Group BT: South Korea 0, Japan 0. Group BU: Hong Kong 0, Thailand 0. Group BV: Australia 0, South Korea 0. Group BV: South Korea 0, Japan 0. Group BW: Hong Kong 0, Thailand 0. Group BX: Australia 0, South Korea 0. Group BY: South Korea 0, Japan 0. Group BZ: Hong Kong 0, Thailand 0. Group CA: Australia 0, South Korea 0. Group CB: South Korea 0, Japan 0. Group CC: Hong Kong 0, Thailand 0. 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O'Leary's error and Southall's agility ensure Wales put an end to Irish team's four-year unbeaten home run

Republic lose proud record to Pembroke

Republic of Ireland..... 0
Wales..... 1

BY CLIVE WHITE

THE Republic of Ireland's first appearance at the Royal Dublin Society equestrian centre yesterday produced a first refusal from Jack Charlton's team when it lost an unbeaten record in the Irish capital stretching back almost four years and across 25 games.

Wales were the last team to win in Dublin, in Charlton's first match in charge, and they deservedly repeated the feat — and the scoreline — with a goal from Mark Pembroke, the Luton Town midfielder, who was making only his second appearance for his country.

It was a very Irish way in which to lose a record, since Ireland were as much strangers to the delightful surroundings as Wales. They had been forced to move home for this match due to the unavailability of Lansdowne Road because of rugby union commitments, but that should not be used as an excuse for their indifferent performance. Indeed, the pitch played a lot more true than Lansdowne Road's rutted surface.

A more valid excuse was that it was largely an experimental Irish side which, through either choice or necessity, was without McGrath, Houghton, Staunton and Quinn, although the latter was eventually introduced in the second half, much to the delight and relief of the crowd of 15,100.

The damage had not been done by then, and although clearly second best to the Welsh for much of the game, the Irish seemed at least capable of slogging their way to one of their familiar goalless draws. There appeared to be no threat to that when Southall launched the ball upfield in the seventh minute. It should have been comfortably cleared by O'Leary, but he allowed the ball to bounce before mistiming his clearance. Pembroke ran onto it

and had only to slip the ball past the advancing Bonner.

It was an error of judgment which pleased neither O'Leary nor Charlton, and further aggravated an uneasy relationship between the two. "I'm not happy with O'Leary," Charlton said. "He allowed two long balls to bounce from goalkeeper's kicks, and you can't do that."

O'Leary, who had taken over the captaincy from the injured Townsend at half-time, claimed that he had heard a shout from behind and for that reason let the ball go. "After 19 years in the game I should have known better. It was my fault," O'Leary said.

The Welsh had Southall to thank for holding on to their lead as the Everton goalkeeper made the kind of saves from Aldridge and Sheedy which are par for the course for him, but something out of the ordinary for most goalkeepers.

At least the last half-hour produced a more edifying spectacle for the crowd as the introduction of substitutes by both sides opened up what had been a congested affair, which was only to be expected with a total of ten players deployed in midfield.

Wales were always the more likely to break the deadlock, and might have profited in the first half from another mistake by O'Leary when the Arsenal central defender misjudged an up-and-under from Phillips under pressure from Hughes, and almost let in Saunders. Both Symons, for Wales, and Daish, for Ireland, could be pleased with their first international performances. Symons had a particularly fine game alongside Young, the Crystal Palace central defender, and together they gave Cascarino little chance to win over the supporters.

When the Irish have rounded off the rough edges of the muscular Daish they ought to have discovered at least one successor to McCarthy and Moran. His first game for them might have been even more memorable had he not completely misjudged from three yards just after half-time.

REPUBLIC OF IRELAND: P. Bonner (Manchester United), D. O'Leary (Arsenal), L. Daish (Cambridge United), A. Keane (Nottingham Forest), A. Townsend (Chelsea), M. A. McLaughlin (Southampton), J. Byrne (Gillingham), M. Cascarino (Sheff Wed), N. Quinn (Manchester City), T. Phelan (Worcester), K. Sheedy (Everton). WALES: N. Southall (Everton), G. Phillips (Norwich City), M. Bowen (Newcastle), M. Aldridge (Ipswich), E. Young (Crystal Palace), K. Symons (Preston), S. Morris (Southampton), G. Speed (Leeds United), S. B. Blackmore (Manchester United), L. Saunders (Liverpool), S. A. Nelson (Newcastle United), M. Hughes (Manchester United), M. Pembroke (Luton Town), G. Hodges (Sheff United). Referee: S. Marsden (Ireland).

Charlton provides players with a lift

BY PETER BALL

AS GRAHAM Taylor has already discovered, England managers are constantly under pressure to pick players who are out of form at club level, whatever their international record.

With restricted choice, the other British managers are less pressured to do this. On the evidence of yesterday's game between the Republic of Ireland and Wales in Dublin, there is, in any case, little correlation between club and international performances. Jack Charlton, the Republic of Ireland manager, specifically chose Kevin Sheedy, Pat Bonner and Tony Cascarino, although all three are either out of favour or having an unhappy time at their clubs. Indeed, in the cases of Sheedy and Cascarino, he picked them specifically to give them a lift.

"Tony has struggled at club level and I think he needs a boost of playing in this game," Charlton said before yesterday's game of his decision to prefer Cascarino to Niall Quinn. There were similar reasons for picking Sheedy and Bonner.

Indeed, it seems that players struggling or out of favour in club football but with wide international experience are

much more comfortable than those who have been picked because of club performances but are still new to the international game. Sheedy, for example, had not played for Everton this year since being dropped and transfer-listed, but he looked sharp and slipped into his normal position comfortably.

Even Alan McLoughlin, who has been so out of touch at Southampton that he has not been in their squad recently, let alone the team, has thrived at international level. He had an outstanding game for Ireland B last week and came on to make an impact as substitute yesterday.

The most significant example though came from the Irish goalkeeper. Bonner, who was blamed for the failure to beat Poland last October that ultimately cost Ireland qualification for this summer's European championship finals and subsequently lost form at his club, had recently been left out of the Celtic team. With widespread speculation in Ireland about the possibility of the young Sheffield United goalkeeper, Simon Tracey, becoming eligible, Bonner went into yesterday's match under considerable pressure. He responded magnificently.



Heading for defeat: Cascarino, the Republic of Ireland forward, gets the better of Symons yesterday

Tribunal fines Sealey £2,000

BY DENNIS SHAW

LES Sealey, the Aston Villa goalkeeper, was fined £2,000 and suspended for four matches by a Football Association tribunal yesterday for bringing the game into disrepute. The punishment was imposed after a personal hearing at which he was represented by Gordon Taylor, the chief executive of the Professional Footballers' Association, at the FA's headquarters at Lancaster Gate.

Michael Thomas, the Liverpool player, was also punished yesterday by an FA tribunal for bringing the game into disrepute. Thomas, who joined the Merseyside club from Arsenal last month, was fined £3,000 for criticising George Graham, the Arsenal manager, and life at Highbury shortly after his £1.5 million move.

Sealey's charge arose from Aston Villa's 1-0 home defeat

by Sheffield Wednesday on January 18 when he twice ran 40 yards or more to remonstrate with the referee, George Courtney. Sealey claimed that a header from Nigel Jenson for the winning goal did not cross the goaline.

It was the second of these demonstrations of dissent that incurred the wrath of the FA, since it came after the game when he had ample time to recover from his initial heat-of-the-moment offence.

In reaching its decision, the FA took into account Sealey's previous record and the fact that he wrote a letter of apology to the referee. Sealey, who was also fined £2,000 by his club, has 14 days in which to appeal.

This means he will be available for the FA Cup sixth-round tie at either Liverpool or Ipswich Town.

Thomas's charge was as a result of an Arsenal complaint to the FA about a Sunday newspaper article, which the club called "improper and insulting". Graeme Souness, the Liverpool manager, said afterwards: "I am a wee bit disappointed that Arsenal are not here. They found it serious enough to complain, but not serious enough to be here today."

An FA spokesman said: "The committee felt the newspaper article wasn't necessary and that it is unseemly for two high-profile figures in the game to be involved in public criticism of each other."

Barrett able to take pick

BY DENNIS SHAW

EARL Barrett, the Oldham Athletic defender, will decide today whether to join Arsenal or Aston Villa for a fee of £1.7 million. Both clubs have agreed the figure with Joe Royle, the Oldham manager, and the player has had talks with the clubs' managers.

George Graham, of Arsenal, initially offered cash plus the defender, Andy Linighan, in part exchange. Oldham, however, wanted a cash-only deal and the fee was set at £1.7 million.

It was then that the Aston Villa manager, Ron Atkinson, moved into the negotiations, matching Arsenal's figure. "I have spoken to the player and now he has gone off to talk to George Graham again," Atkinson said. "Barrett has promised to let me know within 24 hours."

"What attracts me to him is that he is a very versatile player who can perform in any position across the back. It would be like signing three players in one."

Oldham signed Barrett for £35,000 from Manchester City in 1988. He won his first England cap in Australia last summer.

Barrett has recently been playing at right back, which could suggest that, if Aston Villa are successful, he will replace the Poland international, Dariusz Kubicki, in that role for Villa.

Atkinson's signing yesterday of Mark Bosnich, the Australia goalkeeper, for Villa angered Alex Ferguson, the Manchester United manager.

Bosnich, aged 20, played three first-team games for United before he was forced to return to Australia to renew his work permit. Bosnich is back in the country because he has married an English woman and has signed a two-year contract with Villa.

Ferguson said: "I'm very disappointed, to say the least, after all we did for him. We had a definite understanding that, if he came back to England, it would be to join us. This has come out of the blue."

Atkinson said: "Mark is a good young talent and has become available. I don't know what all the fuss is about — the boy was a free agent."

Celtic have offered £450,000 to Barner for their winger, Paul Showler. Showler, a policeman in Leeds, earlier this season turned down moves to Middlesbrough and Barnsley. Fry said: "Paul has security in his job, and obviously he has got his own demands, which will have to be met."

More football, page 29

Mabbutt collapses in hotel

GARY Mabbutt, the Tottenham Hotspur captain, was taken to hospital early yesterday when he collapsed the morning after leading the England B team to victory over France B.

An ambulance was called to the Burnham Beeches hotel, on the Berkshire-Buckinghamshire border, where the players were staying. Shortly after 11pm when the alarm was raised by police who were on duty at the hotel.

Mabbutt, aged 31, was taken to Wexham Park Hospital, Slough, where he was treated for a diabetic collapse. He was among a large group of players who were staying at the hotel after the B game at Loftus Road.

A spokeswoman for Tottenham Hotspur said that Mabbutt, who is a diabetic, had to take medicine on a regular basis. She was unaware of his collapse, which is understood to have left him unconscious in the sleeping quarters of the hotel.

Mabbutt was detained at the hospital for several hours while doctors monitored his condition and kept him under observation.

A hotel spokesman confirmed that the player had been staying there with other England squad members. Mabbutt was to captain Tottenham in the north-London derby with Arsenal in the League on Saturday.

and Sunday for the first two England fixtures. It has also turned down a request from Arsenal to visit Beeding next week again because it wishes to avoid detracting from interest in the cricketers.

All England's matches are taking place at the local Somerset club ground, which normally at this time of the year stages several football matches each weekend.

Football stopped there two weeks ago and the club has spent about £3,000 on some frantic remedial work to the turf.

Olazábal shows his best form

BY OUR SPORTS STAFF

JOSÉ-Maria Olazábal shot a 66, six under par, in a pro-am tournament on the eve of the Tenerife Open that begins today.

Olazábal mastered the 6,384-yard course, in between handing out free lessons to the high-handicap amateurs he partnered for the day.

Olazábal, aged 26, won the tournament, at Golf del Sur, three years ago. "I love it — the weather is always perfect," he said.

After a low-key return to the European circuit last week in Malaga, where he finished

joint seventeenth, Olazábal believes he is near to finding his best form again in only his second tournament since November.

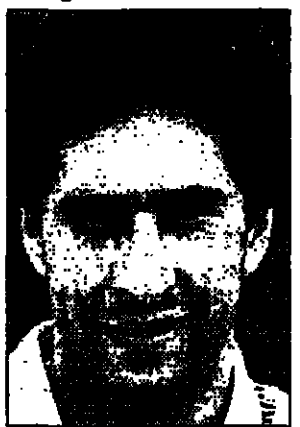
"I was suffering from a neck injury last week and I'm still treating it with ice and cream," he said. "It is less painful now, although I still know the injury is there. It shouldn't be a problem."

"I took a couple of months off before Malaga because I needed to get away from the game. I relax by going hunting with my friends."

"It takes time to be back at your best but now I'm ready to get going again. I'm building up towards the Masters at the beginning of April. This is one of six tournaments I'll be playing as preparation."

Olazábal finished runner-up to Ian Woosnam at Augusta last year and is determined to bury the disappointment that blighted much of his season.

Steve Richardson and David Gilford, who played in last year's Ryder Cup alongside Olazábal, are also taking part but will find it hard to take the limelight away from the Spanish resort's favourite golfer.



Olazábal: in fine form

Tour leaves footballers stumped

FROM RICHARD STREETON
IN HAMILTON, BERMUDA

THE England A team's brief visit here for four one-day games in the middle of the local football season means that the Bermuda teams will be without several leading players who were unable to break off from the winter game. Overall, though, cricket has come out well from the clash of interests.

The Bermuda FA has cancelled next weekend's programmes so as not to affect the attendances on Saturday and Sunday for the first two England fixtures. It has also turned down a request from Arsenal to visit Beeding next week again because it wishes to avoid detracting from interest in the cricketers.

All England's matches are taking place at the local Somerset club ground, which normally at this time of the year stages several football matches each weekend.

Football stopped there two weeks ago and the club has spent about £3,000 on some frantic remedial work to the turf.

It looked in good order yesterday when the England cricketers trained, though overnight rain ruled out serious net practice.

This is the first representative England side to come to the island since Len Hutton's 1953-4 MCC team spent the Christmas period here on the way to the West Indies. It is part of a determined drive by the Bermuda board of control to create interest and to raise standards.

Doug Ferguson, who for ten years was a National Cricket Association coach in

the north of England, is making a short visit to launch a coaching structure and to help the Bermuda players prepare for the England games.

Ferguson returns in May for three months and will supervise as Bermuda prepare for a fortnight's tour to England in June, when they have matches with four county second XIs, a Minor Counties XI and MCC Young Cricketers.

Border troubled, page 26
England's odds, page 26

Analyst casts doubt on Krabbe test

BY OUR SPORTS STAFF

Berlin: There may have been irregularities in a test that led to the suspension of Karin Krabbe, the world 100 and 200 metres champion, and two colleagues, it was claimed yesterday.

The German athletics federation (DLV) has reaffirmed its decision to ban Krabbe and two other east Germans, Silke Möller and Grit Breuer, until 1996, but, like Bechthold, a vice-president of the DLV, sounded a new note of uncertainty. "We have regarded our findings as watertight up to now, but who

knows what the lawyers will find?" Bechthold was quoted as saying in the mass-circulation newspaper, Bild.

Meanwhile, Jac van Rossum, a Dutch analyst, said the DLV's finding, that the three athletes had manipulated urine samples in South Africa last month to outwit rules against the use of performance-enhancing steroids, could eventually be overturned in court.

"Against all regulations, the test results were not individually packed. Manipulation [by outsiders] cannot be ruled out," van Rossum, who was hired by Krabbe's sponsor,

or, Nike, to examine test specimens in a Cologne laboratory, told Bild.

The DLV also violated procedure by failing to obtain a second, independent test, or consult the athletes before the South African results were made public, van Rossum said.

Krabbe, aged 22, and Breuer, 20, have denied wrongdoing and lodged an appeal with the DLV legal commission. If they lose, they say they will file lawsuits. Both claim their urine tests were doctored by someone else.

Reinhard Rauball, a prominent German sports lawyer hired by the athletes, forecast their reinstatement in time for the Barcelona Olympics.

"The chain of evidence of this allegedly manipulated urine sample is so thin we will break through it," Rauball said.

"The athletes have filed an extraordinary sworn statement denying the charge. It's definite the samples were tampered with, but the DLV has not proven the athletes were involved," he said on television after meeting Krabbe.



FILMS
Streisand
 directs and
 stars but
 doesn't sing



BOOKS
**The end of
 history? A
 verdict on
 Fukuyama**

LIFE & TIMES

THURSDAY FEBRUARY 20 1992



Although the writers recalled above (from the left: Coleridge, Spenser, Joyce, Beckett and Chaucer) were some of the finest exponents of their art, not all would find their way into the essential canon for today's renaissance reader

Reading the right stuff

Dante, Rushdie, Greene, Dryden... what are the essential works for today's educated reader? Matthew d'Ancona asks the experts

The great English novelists are Jane Austen, George Eliot, Henry James, and Joseph Conrad — to stop for a moment at that comparatively safe point in history.

No contemporary writer would dare to end (let alone begin) a work of criticism with such an uncompromising judgment. Yet this was how F.R. Leavis kicked off *The Great Tradition*, published in 1948 and still the classic defence of the view that some books are so significant that they must be read by every civilised human being.

More than four decades later, we are still debating the point clamorously. In last year's Shakespeare lecture at Stratford-upon-Avon, the Prince of Wales gave a warning that our taste for the merely contemporary and susceptibility to educational jargon was jeopardising the nation's cultural heritage.

His worst fears were doubtless confirmed by a recent survey at Kingston Polytechnic which showed that Shakespeare is no longer compulsory in half the nation's undergraduate literature courses. A undergrowth of letters to the press blamed it all on "the revolting students of the Sixties" and a new "ideological tyranny".

The chattering classes, of course, have always enjoyed the game of literary one-upmanship, the desert island book discussions and the double bluff of serious book talk. In his film *Zelig*, Woody Allen plays a man whose shame that he has not read *Moby Dick* turns him into a pathological sycophant and chameleon, and there is something of this paranoia at every middle-class dinner party. Who would admit to polite company that he hadn't got round to *King Lear* or *Great Expectations*?

Leavis's point was more profound: he believed that there were "important distinctions" to be

made in literature, that it was both possible and essential to decide which works were indispensable. But is there still a canon of literature, a course of literary hurdles which the Naked Ape must clear to be become the Renaissance Man? If so, which authors should occupy it, and how do contemporary literati regard the traditions from which they sprang?

Few of those consulted in a *Times* straw poll were as obliging or decisive as Carol Smith, the literary agent who, after a night to sleep on the matter, plumped for Lewis Carroll's *Alice's Adventures in Wonderland*, Jane Austen's *Emma* and Ford Madox Ford's *The Good Soldier*, "the best novel of the 20th century".

"In some ways it's a lunatic exercise," Malcolm Bradbury said, "because in the end those who love reading find their own books and that's absolutely crucial. You find the books with which you are sympathetic."

Still, he eventually took the plunge. For Bradbury, there must be seats reserved at the table of greatness for Cicero, Chaucer, Dante, Shakespeare, Dryden, Milton, Coleridge, Ibsen and Strindberg. Twentieth-century writing would be represented by Joyce, D.H. Lawrence, Proust, T.S. Eliot, Pound, Greene, Lowry, Beckett, Nabokov, Larkin, Calvino and Borges, while a few of Bradbury's contemporaries such as Miller, Marquez and Heaney also make it to the top of his literary Olympus.

He set an unforeseen trend in preferring to propose authors

rather than titles of books: clearly, the best and brightest imagine the canon as a vista of stern and scholarly faces rather than a shelf of dusty tomes. *Madame Bovary* and *War and Peace* were the main exceptions to this rule.

Susan Hill's off-the cuff list looked remarkably similar to Bradbury's, with Marlowe, Bunyan, Richardson, Fielding, Wilde, Yeats and Virginia Woolf also making an appearance. She pitched strongly for the idea of the canon, but objected to people who bought the world's hundred best books in a job lot to line their living-room walls.

Nicholas Mosley added a clutch of Americans: Henry James, Faulkner, Fitzgerald — and John Dos Passos, author of the interminable *USA*, a book which Mosley admits he has never finished.

"There was a literary canon up to the second world war, books which one ought to have read if one was a literary chap, the sort of books which are now Penguin Classics," says Mosley, whose book, *Hopeful Monsters*, won the Whitbread prize last year. "But I think it's got lost — like a lot of art the stream has spread into a swamp."

Lost, swamped or simply mislaid, the canon has always been a natural terrain for vigorous and occasionally unseemly debate. On the one hand, traditionalists allege that we don't get enough of the above-mentioned standard writers

ARE YOU WELL READ?

The Iliad
Dante The Divine Comedy
Shakespeare The Complete Works
Milton Paradise Lost
Jane Austen Emma
Dickens Great Expectations
Tolstoy War and Peace
George Eliot Middlemarch
Proust Remembrance of Things Past
Rushdie Midnight's Children

The ten books listed above were those most commonly chosen in a *Times* straw poll of authors

and that our cultural heritage, the cement of western civilisation, is withering away in the oppressive heat of apathy.

"The more we have of the canon the better," says Sir Kingsley Amis, who stands by the conventional roll-call of authors but fears it may be falling by the wayside. "I haven't been involved in education for 30 years but I imagine the situation is dire."

On the other side of the fence, radicals of all persuasions see the canon as all too prevalent, the written expression of imperialism, racism and patriarchy, and the last true bastion of the "dead white European male". Literary theory, feminism and political correctness have chipped away at the very notion of the canon, and, in

different ways, focused suspicion on the liberal, humanistic values which it embodies. Old-fashioned books and authors are out: competing political agendas are in.

Martin Amis dwelt mischievously upon the kind of literature that might actually be politically correct. "I imagined a kind of arcadian, semi-rural existence in which everyone would be equal and sexual difference would be underplayed," he said. "But I think the canon will survive and rightly so. It's become the canon for good reasons, which have nothing to do with 'values'. It's work that's been found to be continually challenging and interesting."

The mansion of the great tradition may still be standing, but the door is definitely ajar. All sorts of influences have crept in since Leavis pronounced. Salman Rushdie's *Midnight's Children* was often cited as the most important work of recent years, awakening English readers to the rich possibilities of a multicultural literature, as likely to embrace *The Mahabharata* as *The Iliad*.

Bhikhu Parekh, professor of political theory at the University of Hull, thought that Rushdie and Farukh Dondy had sown the seeds of a new literary consciousness, but bemoaned the failure of universities to absorb Afro-Caribbean and Asian writing in the mainstream curriculum.

Toni Morrison's magnificent

magic realist novel *Beloved* was often mentioned as a deserving candidate for the modernised list. Patricia Duncker, author of *Sisters and Strangers*, a survey of contemporary feminist fiction, thought that the writings of Alice Walker, Emily Dickinson and Kate Chopin would also endure.

"There have always been women writers in there, such as Austen, the Brontës, Woolf, George Eliot and Sylvia Plath," she said. "The point is that they are now being interpreted in a different way by feminists."

The prescriptive idea that there are a few English-language books which we must read to be civilised has certainly taken a bashing. Most shied away from definitive lists. Many preferred to hedge their bets by speaking of "canons" in the plural, as if to avoid the

authoritarian implications of the original question. But the basic message from a sample of today's writers was loud and clear: some books are better than others and we ought to read them.

Common to all camps in the debate was the idea that certain monumental writings have the capacity to change lives and outlooks, to crash thunderously through the intellect and the emotions. "I still feel you have to stand up and be counted on this one," Susan Hill said. "If a book broadens your imagination, increases your perspectives, if you feel you understand more about life, then that's important."

Books, pages 4 and 5

INSIDE

Arts 2.3
 Times Present 6
 Appointments 7-18
 Fishing 19
 TV, radio 20

TOMORROW

Valerie Grove meets David Coleridge

Hack rendered speechless in sex probe

I am not without sin. Given the opportunity, and the absolute certainty that nobody is watching, I'm sure there are any number of crimes of which I am capable. Once when my student grant had run out six weeks before the end of term, I found myself seriously discussing with an equally skint college-mate (and a man who now drives a Panda car for a living somewhere in Sussex) the chances of getting away with turning over the local NatWest and what stopped us was not a higher moral code, but the base assumption that we'd get caught. On the same basis, I've always been pretty sure I could be a minor forger, a small-time embezzler, one of the more elegant brands of con-artists.

I write this from New York, which is, according to a line of public-service graffiti daubed on a boarded-up topless bar on Seventh Avenue, Safe Sex Capital of the Free World. Seventh Avenue is where New York's hookers used to roam fairly freely in the days when the worst you could get for consorting with one of their number was a walk-on part at the local court and/or a course of penicillin jabs. Now that the word has spread that some 50 per cent of the local girls are HIV positive, business has

dropped off somewhat. According to *Screw*, the New York sex industry's answer to the *Wall Street Journal*, such action remains confined to a number of low profile houses which offer "body rubs". No, don't ask: I'm afraid this column doesn't run to diagrams.

I bought *Screw* — which sits next to *The New York Times* on every newsstand here — because a New Yorker friend told me that if I was writing about sex I had a professional duty to investigate 1-900 numbers. Dialling these, he insisted, is what lone, frustrated New York men now do instead of cruising Seventh Avenue. The 1-900 number is the American equivalent of our own 0898 numbers — the numbers that are advertised in the back pages of some of the dodgier tabloids and the front pages of the magazines that are stored on the newsagents' top-most shelves. Ring up an 0898 number in the UK and a tape-recorded woman with a bad asthma problem will spend ten breathy minutes telling you about all the other 0898 numbers you could have rung and will then introduce a colleague who will tell you a relatively innocent story. By the time you got anything which would be half-way useful as a

PRIVATE LIFE

**John Diamond tries
 hard to get kicks
 from a telephone**



fantasy, you'll have spent £5 or £6 at least.

In the US, it's all rather different. While British calls are taped and limited, by law, in scope, the American calls are live and as graphic as you like. Ring, therefore, 1-900-860-DUCK (and, as far as I could see, all the other permutations of that mnemonic had already been used by rival companies) and you'll get a

woman at the other end asking precisely what it is you want to talk about. And I mean precisely.

Given that my call was borne of journalistic endeavour rather than sexual frustration, I found myself at something of a disadvantage. I didn't know what I wanted to talk about. What do other men talk about?

"Oh, you know honey: anything really."

Right, I tried to think of a question rather than a statement: this, at least, would put the ball in her court.

"So what's your name?"

"My name's Lamar, honey."

She managed to spread the two syllables over ten seconds: "Laaaamm-mm-arrrrrr". I didn't know whether it sounded sexier that way or, at \$1.99 a minute, just earned more.

"You wanna know what I'm wearing, honey?"

Now why hadn't I thought of that question? She ran through a brief list of underwear that was about as likely as her name.

"Is that what you really wear to work?" I asked.

"Hey, honey: would I lie to you?"

For a moment, I tried to convince myself that all of the dozens of 1-900 lines I had seen

advertised, I had struck lucky and found the only honourable one.

"Okay girls," the manager would say to his new staff, "our customers are discriminating men who expect the very finest in obscene phone-call technology and that's what I intend giving them. And any girl who doesn't wear a black basque, fish-necks and patent leather fishing waders to the office can go and work for the opposition." But, then again, given that one of the New York talk shows recently revealed that one of the most successful talk-sex girls was, in fact, a 20-stone man with a high voice, this was unlikely.

After another couple of minutes of this, I put down the phone. There was no way, even for this column, that I could say the things and ask the questions that were obviously expected of me. What is remarkable, is that in the US this is a multi-billion dollar industry and in the UK, where the service is rather less interactive, it earns millions of pounds. And the strangest thing of all is that throughout the conversation, and as I thought of things I knew I was meant to be shouting down the phone, one phrase kept ringing through my head: "In my day, we used to make our own entertainment."

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CINEMA

Geoff Brown reviews *The Prince of Tides*, *Raise the Red Lantern*, *Father of the Bride*, *Afraid of the Dark* and *Une Histoire inventée*

Things have come to a pretty pass when Barbra Streisand never sings a note in a film, but her co-star Nick Nolte does. "And That's What I Like 'Bout the South" bawls the weather-worn giant, hands outstretched, during *The Prince of Tides* (15, Odeon Leicester Square). A Grammy award seems unlikely.

But we should not complain. Streisand is busy with other things. She directs, for the first time since *Yentl*, 11 years ago, she also produces, and cradles the film in her arms. Pat Conroy, whose novel provided the source material, penned a fan letter on seeing the results: "You rescued my sweet book, and you've honoured me by taking it with such great seriousness and love."

Indeed, from the first moments, *The Prince of Tides* sets itself up as a large, long-faced film with a strong emotional sweep, all polished up for the Oscars. Early scenes echo the storm-tossed South Carolina childhood of Nolte's Tom Wingo, an unemployed football coach who comes to New York to aid the recovery of his suicidal sister. Streisand, garlanded with dark tresses, a becoming wardrobe and flustering camerawork to match, is Dr Susan Lowenstein, the chic psychiatrist with brown-paneled rooms and a mountain of pain to heal.

Once Wingo and Lowenstein — the odd couple Mark Two — join forces, old-fashioned precepts of Hollywood romance rear their heads; though the *Angst* billowing through Conroy and Becky Johnston's script keeps suggesting wider ambitions. Wingo suffers from a crumbling marriage and a stunted heart; Lowenstein is tied to Jerroen Krabbe's caricature of a possessive husband (a famous violinist, to boot). The odd couple's love affair unlocks Wingo's life, though his sister's scars seem as nasty as ever.

"Feel the pain," Lowenstein advises with great understanding once the family's unspoken secret slips out. Nolte duly cries, head against chest. At such moments you expect Streisand to sprout angel wings, though the scene also demonstrates Nolte's courage in demolishing his strongman image. His is a remarkable perfor-

mance: virile, yet vulnerable, alert to every inner torment the script can devise. Around him cluster fine performers, though the film rarely gives them enough space. Blythe Danner as his long-suffering wife, Kate Nelligan as the mother whose fancy airs help put the Wingos on their downward spiral.

All told, *The Prince of Tides* proves a mixed blessing: a fervent film that treats its characters as sentient beings, not punch-bags; a film let down by clumsy patches and a general air of preciousness. Either way, Streisand and Nolte make *The Prince of Tides* difficult to ignore.

Fashions in art cinema come and go. Where now are those beautiful, arid Italian enigmas, those Indian fables of magic and mystery? When great directors decline, or fall into silence, as have Antonioni and Satyajit Ray, interest in their national cinema declines alongside. The reverse happens when a new talent emerges and the Chinese director Zhang Yimou is one of the best reasons why cinema from the Far East has taken such a hold on discerning audiences.

Raise the Red Lantern (PG, Metro, Renoir) immediately plunges us into Zhang's special world. Admirers of *Red Sorghum* and *Ju Dou* will spot the signposts: a period setting (the 1920s); a drama about women trapped by social laws and sexual jealousy; shots designed, timed and coloured with a visual poet's flair. Once again, Zhang's wife Gong Li, a flawless beauty, is his heroine and muse, cast as a 19-year-old, briefly educated at university, forced through financial straits to become the fourth concubine of a wealthy master.

Zhang is in his element, fortifying his colour symbolism and dominate life at the grand mansion. Red lanterns bedeck the quarters of the wife chosen for the master's sexual favours; when evening comes her feet are massaged with rattles that echo through the building, infuriating the other wives left in the lurch. Wife number three, a former opera singer whose regal bitchery suggests a Chinese Joan Crawford, throws temperamental fits and takes delight in warbling away at ungodly hours; number two,



Barbra Streisand in *The Prince of Tides*: She directs and co-stars with Nick Nolte but, for a change, she is not featured as a singer

a homelier type, masks her enmity in smiles. Before the end, an ear is sliced and a pregnancy faked; someone is hanged, another goes mad.

Yet despite the inviting plot, Zhang holds in check the surging melodrama that made *Ju Dou* so exhilarating. Action unfolds with a chess game's deliberation; symmetry dominates the framing; the characters impaled in the mansion's doorways and alleys. Zhang creates powerful spectacle from the hoisting and extinguishing of the lanterns; he draws equal power from the acts of violence that we only hear. The master himself, waiting between wives at his own whim, looms in the film's shadows; this makes him appear all the more omnipotent.

"I reveal my ideas towards society, toward marriage, toward life in China, through one Chinese family," Zhang has explained. The view of his homeland appears despairing; this society, manacled to past traditions, warps and stifles any free spirits.

No wonder the film remains banned in the People's Republic of China itself. As cinema, though, *Raise the Red Lantern* is a dazzling achievement: thoroughly gripping, beautifully controlled and

magnificently performed.

When a film begins with a dishevelled Steve Martin, sitting in an armchair, unburdening his woes straight to the camera, you eagerly look forward to your first laugh. In time *Father of the Bride* (PG, Odeon West End, Odeon Marble Arch) supplies smiles, titers and occasional guffaws, but a thick pall of disappointment still hangs in the air. Whenever Martin returns to his narration, as the father driven frantic by his daughter's impending marriage, you feel like collaring him: "Hey, Steve, where are the jokes?"

The original film, after all, was funny enough. Spencer Tracy played the harassed father, Elizabeth Taylor was the blushing bride, sent off into cosy domesticity with all the expectations and modern conveniences that 1950 could provide. Edward Streeter's original book, delightfully illustrated by Guyas Williams, was funnier still, in its understated way. But times and the American hearth have changed; and this remake, written and directed by the husband-and-wife team of Charles Shyer and Nancy Meyers, makes a botched job of freshening the material. True, Steve Martin's father

— still called Mr Banks — manufactures athletic shoes; and his daughter (pleasantly portrayed by Kimberly Williams) almost abandons her beau after he gives her a kitchen blender, symbol of the housewife's life she refuses to lead. Yet marriage and family values remain on a pedestal, while the characters live in an affluent cocoon: a Bel-Air mansion for the in-laws, a handsome San Marino house for the Banks menage. (Diane Keaton, forever beaming, and Kieran Cullen, Macaulay's younger brother, complete the family.)

Shyer and Meyers's script seems an exercise in spectator frustration. When Martin squeezes into his old nuptial, or starts acting up in a supermarket, the stage is set for physical frenzy; but the scenes fizzle out. Instead, time is wasted extracting cheap laughs from Martin Short's limp-wristed "wedding coordinator", gabbling in an impossible accent.

The soundtrack's snippets of 1960s hits make the film easy listening for the baby-boomer target audience, but skin-deep emotional scenes help drag out the proceedings to 105 minutes. For all its

faults, Alan Alda's *Betsy's Wedding*, two years ago, found better ways of making a modern wedding relevant, touching, and funny.

Those unable to watch the razor slicing the eyeball in Buñuel and Dalí's *Un Chien Andalou* will probably spend *Afraid of the Dark* (18, Cannon, Haymarket) crouched under the seat in fear. For starters, blind people get slashed with a razor by a mystery psychopath; the attack weapon then changes to a knitting needle, aimed you know where.

British writer-director Mark Peploe, a past collaborator with Antonioni and Bertolucci, has higher aims than the film's bare bones indicate. Fantasy sequences trip up the spectator voyeurism and fear come under the microscope, while homage is paid to *Blow-Up* and *Peeping Tom*.

The first half, at least,

manages an eerie evocation of London's unlovely suburbs, cemetery and gasometer cheek by jowl with stifling terraced housing. Yet disagreeable elements blot out the virtues, and much of the acting hangs fire. Ben Keyworth casts a modest spell as a lonely 11-year-old, the key to the film's mysteries, but Fanny Ardant's presence seems just a sop to the French co-financiers, and James Fox sleep-walks.

A taste for the wackier aspects of French-Canadian humour is absolutely essential for André Forcier's *Une Histoire inventée*, awarded five performances at the National Film Theatre. A world-weary jazz trumpeter falls for his former lover's daughter, currently playing Desdemona in a peeling Montreal theatre before an audience that knits and eats pizzas. Atmospheric and anarchic? Yes. Funny? No.

ARTS BRIEF

Reel money

THE American film industry is taking a keen interest in Britain's budget. Jack Valenti, head of the Motion Picture Association of America, recently visited London to ask the Treasury to consider investment incentives for film production in the forthcoming budget.

Such incentives could mean a return to the mid-Eighties level of American production in Britain, when films such as *Star Wars* and the Indiana Jones series were made here. British film producers have been waging their own campaign for investment incentives in a bid to boost Britain's declining cinema industry.

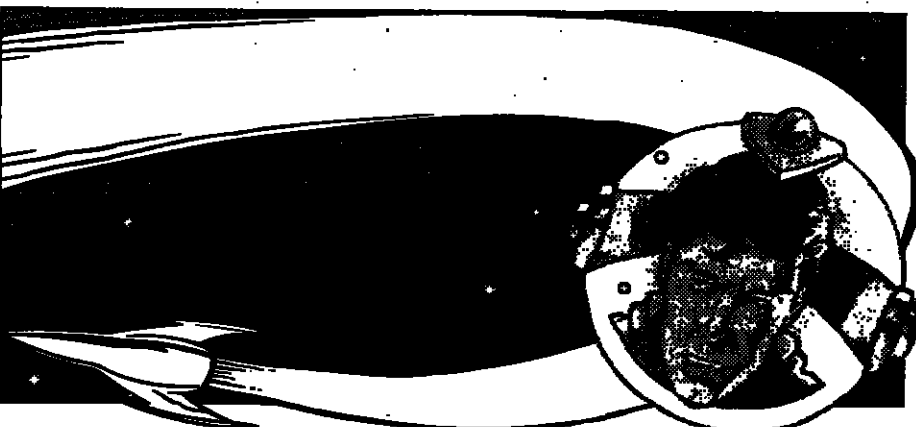
Away to home

THE Royal Ballet is returning to Japan, for the first time in five years. The four-week tour will take Covent Garden's resident company to Tokyo and 11 other cities with a repertoire including the full-length *La Bayadère*, as well as one-act ballets by Ashton, MacMillan and Bintley. The tour, which opens on May 15, also represents something of a homecoming for one company member: first soloist Tetsuya Kumakawa will dance the bravura Bronze Idol solo from *Bayadère* in his hometown of Sapporo.

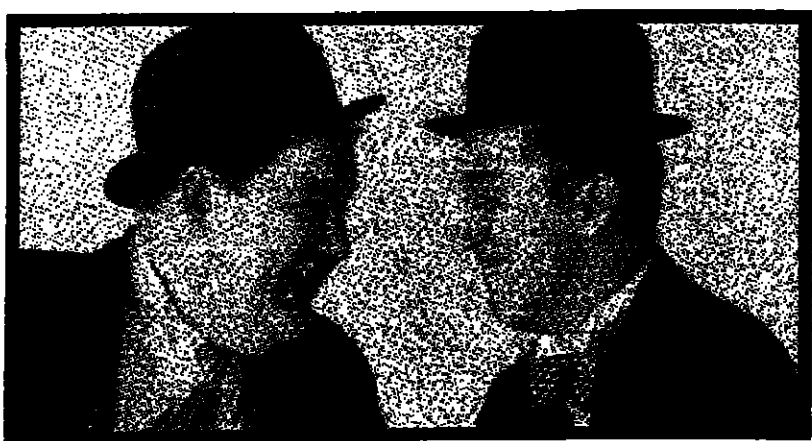
Last chance...

YOUNGER brother is often an invidious role. Alberto Savinio was born three years after Giorgio de Chirico, and despite the change of name and different fields of activity (Savinio was a musical prodigy and noted writer before he took up painting), he never quite threw off his sibling's shadow. The centenary retrospective at the Accademia Italiana (071-225 3474) in Kensington shows him to have been a very different sort of painter, a fully-fledged Surrealist with his own batch of obsessive images, and easily able to stand on his own feet. The exhibition continues until Sunday.

TOMORROW IN LIFE & TIMES
This year's model: Richard Cork on the rehang at the Tate Gallery



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TELEVISION REVIEW

Writer returns to vivid life

Some writers are gregarious: they enjoy the company of those leaders of publishing and the media whose fat cheques and fickle praise offer reassurance that they are not forgotten. Others are solitary creatures: even if they do not shun success, they prefer the fellowship of beings who, like them, greet obscurity with gratitude. And yet each kind of writer may be infinitely inquisitive about the other. That is the starting-point of last night's *Mrs Pym's Day Out* (Bookmark, BBC 2): a subtle and affecting drama-documentary produced and directed by James Runcie.

In 1977 the cancer which will kill Barbara Pym three years later is, her doctor tells her, in remission. Her reputation, too, looks healthier. Years of publishers' rejection slips after being dropped by Jonathan Cape in 1963 now over, she is the object of a flurry of attention, thanks to the shortlisting of her novel *Quartet* in *Autumn* for the Booker Prize. Still she asks herself: "What is the future for my kind of writing?"

On November 23, Pym (exquisitely understated by Patricia Routledge) sallies forth from the house she shares with her sister (who

plays herself, admirably) in a Cotswold village to attend the prize-giving dinner. The film attempts to reconstruct its subject's stream of consciousness during that day, interweaving vignettes from her novels with letters to Philip Larkin and, presumably, jottings from the notebook she carried everywhere.

Pym's day begins — slightly improbably — with a sermon comparing life to a piece of embroidery ("some people don't put in enough stitches"), thus identifying the first of her two principal loves: the Anglican church and English literature. About the portly but single Vicar of Finsstock (Ian McNeice), various widows and spinsters — including, it is suggested, the heroine — entertain matrimonial daydreams. At the church bazaar, he favours over the visiting Jilly Cooper, who sidesteps him in order to pay homage to a superior novelist.

But the depths of Pym's religiosity are also fathomed. In London she falls to her knees to pray for herself, "this sick member". In the aftermath of the dinner she thanks Larkin for one of his blackest and most atheistic poems. She does not share his certainty of extinction, but for her, too, literature is "all about failure". The irony of her own situation — long neglected and thus capable of rediscovery — does not escape her.

The best moments are occasioned by embarrassment. Tom Maschler, Cape's literary adviser, has to explain to her how he came to reject her novel. "It didn't occur to me to read it," he says, pointing out that others at Cape had already done so. Perhaps some of those who watched this satisfying miniature will follow suit.

DANIEL JOHNSON

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Snakes in the grass of history

Harold James finds Francis Fukuyama's attempt to make man's destiny manifest in one volume is well-timed, now that the euphoria of 1989 has abated

Man lives in hope. What would happen if all our wishes and expectations were to be suddenly fulfilled by a historical fairy godmother? Having nothing more to hope for, and as a result nothing more to live for, we should become deeply unhappy.

In this new world, there would be no point in being optimistic, because everything that might be desired has already been realised. Perversely, pessimism in this utopian world would emerge in reaction to the absence of optimism.

Over the past three years there has been a considerable rethinking of attitudes to the future. The end of communism has produced a pronounced anti-utopianism. Does this indicate that we have reached a utopia in which utopias disappear?

1989 fundamentally transformed the political and intellectual landscape, not just in Eastern Europe. The triumph of political liberalism in combination with market economics, and the perception that the two were logically linked, ended the attractions of dreams of the left.

People may of course change their ideas, and they frequently do. But the creators of ideas, intellectuals, are perhaps curiously often the most resistant to this sort of change, because they have built careers on a particular interpretation.

So when the left critique of contemporary society collapsed, the old guard reformulated and defended their position in terms of a deep scepticism about the new political environment. How often is it said by those who formerly eulogized East European authoritarian states that the situation has deteriorated, that the risks of change have been too high, that the costs cannot be calculated?

After 1989, an old division of political outlooks re-emerged, with the signs reversed, around the poles of optimism and pessimism. The pessimists were the former optimists, a classical 20th century vintage, believers in planning and progressivism.

On the other side the new optimists thought that the unplanned principles of a liberal economic and political order could be applied universally, irrespective of very diverse cultural and social traditions. The pessimists in turn say the optimists are simple-minded.

No statement caught the new mood of 1989 better than an anticipatory essay, published in the summer, before the East European revolutions really unfolded, in a small American journal, the *National Interest*. Entitled "The End of History?", Fukuyama's article rapidly drew international attention, to which he has responded with a 300 page restatement of the thesis, with more historical details (some unfortunately bizarrely incorrect, such as the claim that before 1780 there were no democracies, or that the English civil war was fought between Catholics and Protestants).

In 1989 he had pointed out not only the weakness of authoritarian states (whether on the left or the right) and the strengths of liberalism, but also suggested that since History had depended on the clash of ideologies, it had now arrived at an End. Beyond liberal democracy

there could be no further evolution. Only on the surface did this account appear to be a powerful and attractive argument for optimism. While the world of liberal democracy guaranteed peace, stability and toleration, at the same time it brought homogenisation, consumerism, and a decreasing interest in politics. Fukuyama thought this would turn out to be rather "sad".

Man does not live by the accumulation of material wealth alone, but needs a self-esteem which can be inflated into the desire for domination over others. Such virtue, in Fukuyama's account, moulded aristocratic society and produced art, philosophy, music, as well as war and conflict. As we know from *The Third Man*, liberal democracy means the cuckoo clock, not Michelangelo. Like Harry Lime, Fukuyama thinks this is depressing.

In 1992 Fukuyama's triumphalist melancholia appears even more compelling. In the former East, the epoch of struggle against tyranny looks retrospectively heroic in comparison with the painful and bewildering task of making an economic transition to the market.

THE END OF HISTORY AND THE LAST MAN

By Francis Fukuyama

Hamish Hamilton, £17.99

The End of History identified in the book is the outcome of a process, driven by a "Mechanism or set of first causes", produced by science and leading to an economic logic of industrialisation. Fukuyama believes his Mechanism is Hegelian. In reality it is a misinterpretation of Hegel perpetrated by a Russian émigré in the 1930s, Alexandre Kojève, who held Hegel to say that the historical process could come to a final stop. That historical halt had been 1806, the year of Napoleon's victory in the battle of Jena over the last strong authoritarian, ancient régime state. Everything after this was merely a postlude.

Fukuyama's other pessimistic guru is Friedrich Nietzsche (the alleged slave mind of modernity and the consumerist "last men") and Alexis de Tocqueville (the equalising effects of democracy).

Like an updated de Tocqueville, Fukuyama is both fascinated and appalled by the extension of democratic egalitarianism. He dislikes the idea of holding out self-esteem to everyone, irrespective of behaviour or moral qualities, since both of these are relative, and according to contemporary orthodoxy are not the property of the individual, but instead the outcome of broader, impersonal social forces. He points out that egalitarian principles of this kind could be used to protect the self-esteem of dogs, or trees, or amoebae, or indeed AIDS viruses.

In this world, politics stops being about differences and begins to be concerned with the generation of new equalities. At this point, according to Fukuyama, it fails to meet the requirements of human self-esteem and we move to the finalities of the grand drama of Hegelian Capitalism. Since we have reached the End of History and we are the Last Men and There is No Alternative, it is impossible to escape.

Fukuyama has written a fine account of the absence of a sense of history in contemporary America. Americans have had no recent



Fukuyama's three prophets: Hegel, de Tocqueville (left) and Nietzsche

experience of war and destruction on their own territory, and find it impossible to imagine what History can do. Instead, American society treats history as a costume pageant.

It should be said that America has had both a sense of idealism and of historical mission. Fukuyama's writing is an expression of the sentiment of a great liberal cause. Nor is modern America unique in existing without a European notion of historical consciousness.

Japan from the 15th century survived historylessness by developing a set of formal, contentless ritual acts such as tea-serving and flower arranging. The condition was more general, however, and Europe before the Enlightenment had a sense of history only in as far as this was provided by a Christian and non-

worldly teleology. Indeed, non-theological long-term patterns were only discovered just before Kojève's Hegel thought they came to an end.

For a big phenomenon, Capitalised History had a brief life: 1789 as birth and 1806 (according to Hegel-Kojève) as death. Was it the triumph of Napoleon or the Rise of the State or the End of Ideologies or even the End of the Cold War that Hegel foretold in 1806?

The notion of historical mission survived 1806 in the idealism of the developmental theories of old-style liberals, and in the utopianism of socialists. Both believed their cause would triumph because of historical necessity. Both optimisms appeared to be refuted by experience: the liberal version by the failure of liberalism in 1914, the socialist

optimism by 1989 (at the latest). Fukuyama has tried to rescue optimism by linking it with an elegiac nostalgia for aristocratic society. Ancient Japan holds the solution for our behavioural problems as much as modern Japan might provide a model for a new economic rationality.

We should, if we were to follow Fukuyama, convince ourselves to be optimistic while we cultivate our tea ceremonies. But there are also less narcissistic ways of expressing optimism, and they include being just relatively proud of where History has got us, rather than completely convinced that we are right.

Harold James, a professor of history at Princeton, is the author of *A German Identity: 1770-1990*.

Nevermore the Raven?

Paul Golding

THE TROUBADOUR
By Simon Raven
Hutchinson, £13.99

"I've got nothing left to say. I haven't had for years," claims the novelist Fielding Gray, Simon Raven's fictional counterpart and frequent mouthpiece, in the seventh and final volume of the First Born of Egypt sequence, titled *The Troubadour*.

"But", qualifies Gray with characteristic mock-modesty, "one learns lots of tricks as one grows old in the profession, so one can go on for a long time doling up the same old thing to look fresh and attractive."

Raven is an irrepressible tease, and it is in great part his gritty British irony that has earned both the *Alms for Oblivion* series and this concluding one (which, taken in narrative conjunction, constitute the longest *roman fleuve* in contemporary literature) such a heady cult-readership.

But the test of any sequel, never mind the closing episode of a monumentally established collection, must lie in its ability to withstand individual scrutiny, to appeal to the uninitiated. Even if populated by the same "morally derelict" personages as its precursors, and even if these are still driven by the same malevolent sense of anarchy, *The Troubadour* can, and amply does, hold its own. The fact that the pages are peppered with Raven's now familiar footnotes referring the reader back to earlier yarns does not detract from the book's essential impact. This slightly quaint retrospective device is a mere authorial doff in the direction of the seasoned devotee, rather than a snobby means of intimidating the newcomer.

Aside from Raven's evident obsession with his barmy *dramatis personae*, the sheer prolificacy of his output must, in part, be explained by the near hysterical tempo of the narrative itself. Only a matter of months divides the preced-

ing *In The Image of God* from *The Troubadour*.

How does Raven get away with it? With consummate ease: for all the arguable fantasy of his plots, he writes like a dream. His spiffy donnish prose is erudite to the point of immodesty; and the thematic allure of his work seems never to dim.

The strength of his writing is based on a conscious play of extreme contrasts: archaic pomposity is relieved by puerile levity; nitpicky social strictures, by sexual laxity; obscure classical allusions are set against jaw-dropping profanities; dead-pan documentary realism, against "clever optical effects", visions, intimations and flights of lunatic improbability.

What distinguishes *The Troubadour*, however, is its (alleged) finality. From the dust-jacket onwards, we know that this, boys and girls, is it. And the reptilian head of noxious Raisley Conyngham does, at long last and all but literally, roll.

Plenty of others also meet their unlikely ends, but the fact that a choice handful of beguiling figures (the all important Fielding Gray among them) still remain on the fictional chopping block, leads one to suspect that, although this memorable saga has come to a regrettable close, Raven's retiring stance may in fact turn out to be a posturing hoax. In which case, even if the next offering only amounts to "a story, at best a legend", late-converted disciples will be out like mythical wolves baying at the moon for more.

New rash of nappy novels

Rebecca Fraser

SEPARATION



By Sally Emerson
Scribners, £14.99

THE STORK CLUB
By Maureen Freely
Bloomsbury, £14.99

Sally Emerson's new novel describes with almost embarrassing accuracy the extraordinary, often maudlin and sentimental reaction of most women to motherhood. As the author remarks, The Baby has not been much examined in literature, and those who have not yet experienced the power exerted by that bald fat deity may feel that the emotions captured here are at best a glimpse of the obvious, at worst too pathetic to be articulated.

What the childless reviewer will fail to appreciate is how truthfully Emerson depicts the heightened state in which the new mother exists, once her suit and her orderly desk have been taken from her, and her fine mind has nothing to exercise itself on other than the mysteries of Penelope Leach and the One O'Clock Club.

For all its roller coaster-like ecstasy — the longing for the baby to sleep, and the dreadful panic-stricken longing for it to wake up; the insecurity without it, the longeurs with it; the misery of half an hour's separation, the strange feeling of indivisibility.

As Emerson emphasises, the only proper term for this relationship is the grand passion. With the obstacles posed to the affair in the post-Pill feminist generation by the equally powerful goddess of work, she neatly sums up London today as women meeting secretly to "talk in low voices about their babies when they used to meet secretly and talk about their lovers".

In this latter-day idyll the serpent is of course The Nanny. And in this case the plight of the nanny, in reality a disturbed dispossessed mother at the mercy of her odious barrister ex-husband, deepens the theme of maternal bonds while only straying a little towards Patricia Highsmith.

Set against a wittily evoked background of the confident professional, classes this frequently moving and accomplished novel deserves to be widely read.

In contrast Maureen Freely's *The Stork Club* takes parenthood into Mel Brooks/Woody Allen/high-anxiety-is-the-only-art-form territory.

In Southern California the sardonic Mike, apparently the last bastion of unregenerate male chauvinism, and still holding out against green nurseries and earnest "feelgoodism", is forced to adopt sheep's clothing in order to rekindle his feminist wife Laura's affections.

Abandoning his law practice for the sake of her fulfilment he becomes primary caretaker and househusband and at the mercy of the limitless empathy of the female support groups who used to get Laura through the day.

Though initially he is overcome with self-disgust at his previous contempt for such thoughtful and caring human beings, in the end nature prevails over nurture, and Mike shows the ultimate support for his wife's best friends by seducing all of them — in the process losing her.

Hysterically funny set pieces summon up an alarming if politically incorrect overview of what the future holds. My only gripe was that they were somewhat uneasily intercut with Mike's elegies for past love, as the character of the ingrate Laura, in all the better skelter fun, is never sufficiently well established for us to care whether she runs off with an Onassis, or not.

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How to join the debate

The author Francis Fukuyama has set the scene: in 1989 he said that a liberal democracy will be the only viable political system in a post-ideological world. Provocative enough. Now, in his new book, *The End of History and the Last Man* (to be published here on March 5 by Hamish Hamilton), he has expanded his thoughts. Is he right? Is this the sort of future we really face? *The Times* has invited

Francis Fukuyama to qualify his views at a testing debate: *The End of History* debate, at the Institute of Education, 20 Bedford Way, London WC1, on Thursday March 5, starting at 7.30pm.

The chairman will be Simon Jenkins, the editor of *The Times*. The speakers will include Norman Stone, Professor of Modern History, Oxford; Roger Scruton, Professor of Aesthetics, London; Ernest Gellner, Debate.

Professor of Social Anthropology, Cambridge; and Tessa Blackstone, Master of Birkbeck College and front-bench Labour peer.

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Not Anglicans, but angels

After this week's general synod, Edward Norman asks whether a secular society still needs a church intended for sinners

Many are called, but few are chosen. There are sayings of Christ which suggest that the church he came to establish will always be a minority affair, and the number of those who take his message seriously and use it as the pattern for their own lives has always been modest. He delivered his truth, nevertheless, to a gathered people, and not to an intellectual system or to personal writings. There are occasions in history when exactly these people are needed not to be defined too precisely — in times when there is general confidence in the sustaining culture within which the Christians of the period express the timeless news of the divine salvation.

But when the culture is uncertainly known, or is, as at present, undermined by intellectual relativism and by the disintegration of ancient values, then the clear identity of the "people of God" (to use the splendid expression of the Second Vatican Council) becomes of the greatest importance. In such a context the everlasting task of deciding what is transient, and may without hazard be abandoned, and what is crucial to faith, rests on their prophetic judgment. How adequately prepared are the "people of God" in Britain for all this? May the prelates arranged upon the benches of the House of Lords be seen without hesitation as the contemporary representatives of the apostles; may the synods be compared with the ecclesiastical assemblies of the past? Is the decline in British church membership the indication of a terminal sickness, or is it only the stark revelation of a minority concern for religion that has always in reality been the case? The Church of England, whatever its inspirational qualities and the affection still left for its presence within the national life, has two major problems. The first is that it has no agreed pedigree, or, as churchmen would put it, it has no unambiguous "doctrine of the church". It believes in the

authority of general councils to determine its doctrines but has no way of taking part in them, separated by the Reformation from the larger parts of Christendom. It has a partially acknowledged crisis about its own authority.

The second problem derives from its progressive internal secularization. This is also its strength in a perverse English manner. The church is simply too close to prevailing attitudes. The public and the intelligentsia are impatient of exact doctrine and want, to the extent that they want anything of religion, a church dedicated to benevolence and welfare.

So does the Church of England, and in varying degrees of consciousness that seems to be the position of the other British churches as well. The clergy are more comfortable in the guise of welfare officers than they are as teachers of doctrinal truth and intermediaries of sacramental mysteries.

Let anyone who doubts this call in at the average parish church and take in a sermon. The content will invariably derive from some aspect of current social values — whatever enthusiasm for human welfare is at the moment to the fore of public debate. Religion has become re-interpreted as the bastion of the High Moral Ground in matters of social justice.

There is an odd class unanimity about this: both the public and the intelligentsia expect religion to be primarily a matter of humanitarian ideals and social decency. That it is more properly to be regarded as something addressed to the unpleasant facts of human nature, and is all about divine discrimination and impending judgment does not have appeal — even, apparently, among the clergy. Christianity no longer presents itself as the hope of the morally frail, the refuge of sinners. It is like the secular idealism around it, the higher dimension of humanitarianism.

Precisely because things are as they are it would be quite wrong to blame the leadership of the church. They are the victims of a



In this anonymous allegory, the dying Henry VIII hands on to his son Edward VI the task of completing the English reformation by trampling on the Pope.

condition not of their making. When it comes to accommodation and equivocation they are no worse than their predecessors, as a glance at the Victorian bishops will show. When it comes to sympathetic presentation of pastoral concerns they are as good as any have been before them.

It would be helpful if the distinction between the leaders and the led were removed from discussion of the existing prospects for Christianity in Britain. The Anglican experience of

synodical government in the last two decades shows that the laity, once let in on the act, are not qualitatively different from the clerical leadership.

The church is patently failing to identify itself in society; it has no clear message that is distinctly spiritual in content, and it persistently misuses its resources. It is actually the same with most other institutions in British society. But the church, the "people of God", should be different: it should be saying something about the spir-

itual state of individuals. That is more important than grinding on about their welfare entitlements.

In his evenly-written account of the churches, Ian Bradley, a minister in the Church of Scotland, surveys the current state of all the denominations. It is one of the advantages of his work that he does so, and anyone seeking an accurate and well-mannered account of the condition of the churches will find it here.

Bradley has the gift of stating different positions with fairness.

But his survey is also predictable. Despite occasional fissures which point to the depths, his analysis remains largely on the surface. He recognizes the two problems of authority and secularization, but the book devotes most of its space to describing symptoms of the malaise, rather than the nature of the causes of it.

The churches themselves are obsessively worried about their inability to define an effective role in society. But what is wrong is that they have mistaken their

message. The good news of the Gospel is for sinners, but people in modern society do not regard themselves as sinners. They look to the church for a social message — one which stops short of political interference. Spiritual injunctions aimed at eliciting repentance seem unlikely to appeal either to the clergy or to their people.

Dr Norman, a distinguished ecclesiastical historian, is Chaplain of Christ Church College, Canterbury.

Living with a belief in love

Brooding and unsure who he is, like Hamlet, with whom he has always identified, Bill Unwin, the Ellison Fellow at Trinity, Cambridge (or a college occupying the same space, and likewise enjoying an avenue of limes) decides upon self-slaughter. But he botches it, and discovers that for him, Ever After began not with his own death, but with that of his beloved, the actress Ruth Vaughan. "Ah, yes, the monstrosity, the iniquity of love — that another person should be the world."

Love can make us believe so. Make-believe so, perhaps, like the love Ruth feigned when playing Cleopatra. Or is love a belief in the sense of a conviction, like the belief in evolution which ruined Bill's Victorian forebear, Matthew Pearce? Is a love affair, a marriage, a matter of choice, or convenience?

Like Bill's, Matthew's marriage seemed to be made in heaven, as his preserved notebooks reveal, but then with the death of his baby son and the discovery of an ichthyosaur, his heaven fell in. Together, the inexplicable, unforgetable squandering of human life, and the age-old fossils (unearthed near the grey coast with its melancholy, long, withdrawing roar) sapped Matthew's Christian faith, forcing him to part from his wife despite their love.

How different was the accidental, expedient marriage of Bill's gaily mother and his stepfather, Sam, in post-war Paris. Here, as a child, Bill saw that "a whole world existed in which men did up the backs of women's dresses at four o'clock in the afternoon." For Sam, "it was just a fling. It just happened to end up lasting four years." He never believed in a girl for every boy and a boy for every girl. "It's just who you get thrown against the trolley-car, and there's more than one trolley-car and more than one ride."

Yesterday, Darwinians like Matthew were pilloried as descended from apes, yet today no one believes the old poetic fiction of a creator. Tomorrow, perhaps everyone will follow Sam in discarding the delusion of romantic love; and will they be human? Deny love, that "concoction of the poets", and for Bill — as

for Graham Swift — life is nothing.

In this beautiful, meditative book, Swift's sympathies are with the romantics, like Bill, even as he contemplates the chance of another trolley-car ride: "He is filled with dismay, a giddy sense of arbitrariness, an apprehension that the universe holds nothing sacred; all of which is only to be killed by the imperative of love's resistance." How finely this catches the temptations we face — we who only live once and wonder what the hell.

Perhaps the book is too schematic in making flexible Sam a big noise in plastics, his very speech a vulgarity ("You gotta have substitutes"). And perhaps Bill's academic rival — a professional as well as a sexual charlatan — is a knock-down figure. But despite the universality setting, these are not the shallows of a David Lodge or a Malcolm Bradbury — those big noise substitutes. Swift is set apart by his

acute observation and thrilling exactness of description. He hears the rhythms (and rhymes) of prose, and sees the justice of French *mot* for describing Paris: "I must have been, by then, a fully-fledged truant, *flâneur, voyeur*..." Looking back on the rapture of his mother's shopping expeditions, Bill now understands her selfishness. "Coming out with her booty, she would hug me ardently, as if it were I who had enabled her so successfully to succumb." The assonance of sound — "successfully... succumb" — conspires with the dissonance of meaning. To succumb is not to triumph, but to yield.

This is a dissipation determined to give in to everything, yet without the courage of recklessness. She also surrenders — to other appetites. "Une crême, un jus d'orange", and, falling back into expressive English, "...two of those wicked little tarts" — that double entendre in the presence of a child pointing straight to her misuse of him as a shield of innocence.

This is exceptional writing, not showy or meretricious. Loving fidelity to his art has rewarded Graham Swift. After the disappointment of his last novel, the author of *Waterland* is back on form.

Italo Calvino's death in 1985 was an incalculable loss for literature. His was a startling, playful, profound spirit, quickener of the morose and leaven of the heavy.

His agility and his ability to surprise may be sensed throughout *Six Memos for the Next Millennium*, a series of lectures which death prevented him from giving. "Memo" implies both reminder and informal address, and that is exactly what these are: upholding and thus reminding us of the literary values of lightness, quickness, exactitude, visibility and multiplicity. The sixth — on consistency — was never written. They are the best commentary on his own fiction — and far more than that.

In "Lightness" he explains his early abandonment of social realism by calling on the Perseus myth: to face the world directly is to turn to

Last memo to humanity

Adam Thorpe

SIX MEMOS FOR THE NEXT MILLENNIUM and UNDER THE JAGUAR SUN

By Italo Calvino
Cape, £5.99 and £10.99

stone. He finds solace, when faced with "Heaviness", in the "invisible particles" of Lucretius, of Cyrano de Bergerac, and of modern science — which makes all things equal and as magically combinable as are the letters of the alphabet.

In "Quickness" he lingers on a Charlemagne legend which illustrates how "in a narrative any object is always magic".

The millennial warnings are as crisply done. He traces the horse as an image, throughout literature, of speed; pin-points our own age of the frantically fast as opening with De Quincey's account of a near-miss on a mail-coach; then distinguishes mental speed from his homogenising and flattening media equivalents.

delivering in the process a justification of literature as a sharper, not a blunter, of differences. The agonising slowness of literary creation he personifies in Vulcan, but Calvino's own patron is the winged god Mercury.

In "Exactitude", Calvino inveighs against the carelessness of modern language use, the "pestilence" of the visual media and its "unending rainfall of images", and our "loss of form" — indicating how deeply this most subversive of novelists depended upon the rules of the game. Indeed, he makes us hyper-aware of those rules, and thus

freshens us sufficiently to question them. "Visibility" is an encomium to the visual imagination, and worries over (but refuses to be defeated by) the mass of "prefabricated" imagery, littering minds "like a rubbish dump".

The fifth essay has turned out to be Calvino's final word. With its references to Flaubert, Borges, Valéry, Proust *et al*, he places himself in the grand modernist tradition while resting his hopes for the literary future on that continuing "active scepticism" which he sees in all the great books of this century. Conflu-

ence and clash, the potential and the manifold: Calvino's weave is elaborate and utterly straightforward at the same time. What would he have said in "Consistency"? The sixth memo rides on the wind somewhere: a very Calvino-like entity, in fact.

The three stories in *Under the Jaguar Sun* are in search of a frame, as Calvino himself admitted. Three of the five senses provide each with its accumulating metaphor, so there is form of sorts; but, in the end, the book is something of a lost soul, as if the various false starts in *If on a winter's night a traveller* were made to stand alone.

The first story, in which a couple erotically recover each other among the hot spices and ancient cannibalistic cruelties of Mexico, lacks

Calvino's usual freshness, while the last is an unhappy mish-mash of olfactory periods to show the sink behind the scent. The middle story, however, is a small masterpiece. Using Calvino's favoured second person, "you" sit on a throne, immobile, alert, intent on sounding out treachery: the palace is "your ear" on fate. Calvino takes us on an aural journey into our own paranoias.

"Does some story link one sound to another?" Once again (as in all his best work) Calvino makes us aware, not just of his own "pursuit of things", but of our own breath, our own querulous humanity.

Adam Thorpe is the author of two volumes of poetry, *Mornings in the Baltic* (1983) and *Meeting Montaigne* (1990). His first novel, *Ulverton*, will be published in May.

Saved by the wood

For the animal rights brigade the mink poses a nasty dilemma. Caged up by capitalists for the adornment of their kind, he is symbolic of wicked exploitation. Let loose in the countryside he is liable to murder all the fauna within range.

How bold therefore of Gene Kemp to try to write a narrative poem about this unpleasant creature. Her setting is Wistman's Wood ("it's in all the guide books") down on the western edge of Dartmoor. The burden of her tale is the surreptitious release of a mink-farmer's stock and the subsequent battle between the mink and the animals who live in the gnarled and rocky confines of the Wood. Poetic licence allows shifts of tone from onomatopoeic descriptions to colloquial comments, with a quantity of animal dialogue thrown in.

The dilemma persists however. Faced with the combination of liberated mink and slaughtered brocks, Gene Kemp backs away into unconvincing fantasy. She introduces a visionary albino rat (female, of course) who summons up the Whist Hounds, the devil-dogs of West Country legend, and between them they bring about a magical truce. As the poem closes the mink are dispersing to create mayhem in other parts of the landscape.

This ridiculous scenario might be tolerable if it were supported by some assured balladry. Gene Kemp though



Badgers: a wood engraving by Andrew Davidson

Brian Alderson

THE MINK WAR
By Gene Kemp
Illustrated by Andrew Davidson
Faber, £4.99 paper

has never tried this kind of writing before, and she is quite unable to sustain the rhythmic drive needed by a narrative poem with a pungent moral message.

Indeed, the experiment would be beyond redemption were it not for the gallant assistance of Andrew Davidson who has somehow been inspired to create a series of spectacular wood engravings for the book.

Seven tautly cut vignettes and ten big, smoothly rhythmic designs consort oddly with the laboured prosody, but they do catch something of the atmospheric effects after which the ballad was straining.

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Marcus Binney on Saltire Court, a building that has erased a notorious blot on Edinburgh's landscape

Sight for sore eyes in Scotland

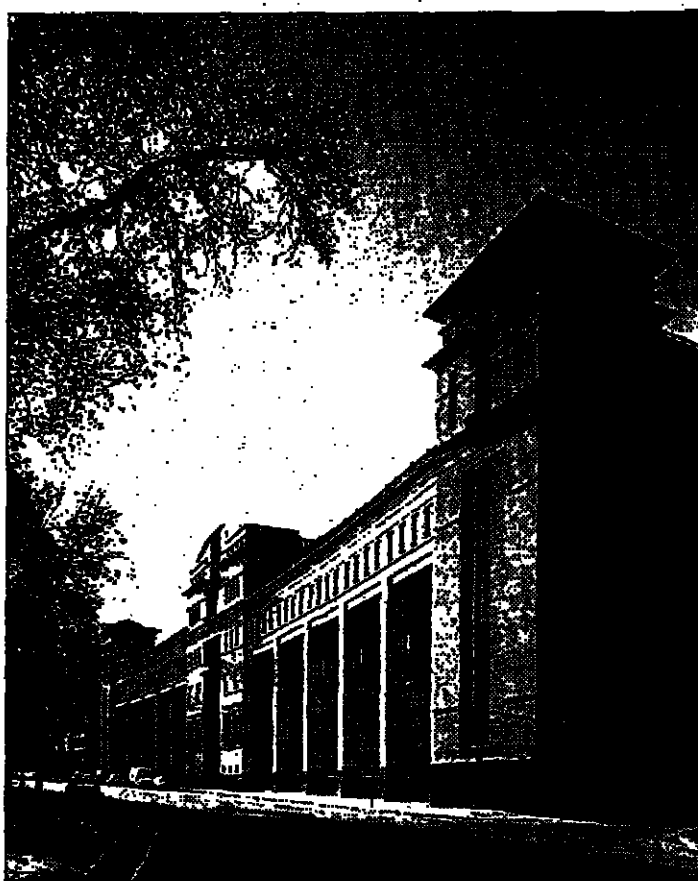
Monumental architecture is born again in Edinburgh. The capital's newest building is a composition in the grand manner which responds faultlessly to its setting below the west end of Edinburgh Castle.

Saltire Court, now let as a multi-purpose complex containing offices and shops, succeeds because its young architect, Alan Robinson, of Campbell & Arnott, has a natural gift for handling scale and mass. The most obvious comparison is with Terry Farrell's new office building on the Thames above Charing Cross station. I put it to Mr Robinson that some high-technology architects couldn't reconcile themselves to Farrell's building, though they accept its power. "What's wrong with power?" he asked. "I wanted strength, robust strength."

Saltire Court is also a vindication of the Prince of Wales's concern that more weight should be given to public opinion in competition judging. When the 22 entries for this site were put on show in Edinburgh, Campbell & Arnott was the choice of 49 per cent of visitors. And by all accounts local people are well satisfied. "We haven't had a single hostile comment," Mr Robinson says.

For more than 25 years the site had been Edinburgh's most notorious eyesore, an embarrassing hole in the ground next to the Usher Concert Hall and the Lyceum Theatre. Numerous proposals, notably for an opera-house, had foundered. Eventually, Edinburgh City Council opted for a commercial scheme with public benefits, and invited architects and developers to tender jointly. Campbell & Arnott's original proposal, submitted with Scottish Metropolitan for a Scottish financial centre, with a public atrium containing shops and cafes, linked to Usher Hall. Others proposed hotels.

The main front has the raised central end and typical of grand public buildings from the Renaissance onwards. In creating so deep and angular a colonnade, Mr Robinson risks clumsiness, but dispels it by designing the band of



Saltire Court's colonnade facade, more than 100 metres long

Windows above in a single majestic sweep right across the centre.

The deep colonnade has a practical purpose. It gains a full storey of well-lit office space in the basement. The corner towers have echoes of Lutyens and Baker in New Delhi, with low loggias topped by over-sailing flat rooms and puddings domes. In the centre, a pair of these towers are linked by a glazed segmental arch which at night lights up.

Beneath, Mr Robinson cleaves a narrow, vertical gash revealing the full height of the entrance hall within. The two sides are linked by a steel balcony, continuing the line of the exposed steel lintels between the columns. "I did not want to create an impression of stone hanging in an impossible way," Mr Robinson says.

Look more closely and you see all the traditional classical ele-

ments. The basement has bands of rough-cut rusticated stone. The piano nobile has the customary long windows and balconies, on an elegant "X" pattern, with triple bands at top and bottom. Mr Robinson eschews the mansards which disfigure the top of many modern buildings and his upper storey is set well back behind a continuous balustrade.

In reaction to a few recent filtrations with curtain glass walling, Mr Robinson here takes Edinburgh back to stone, a creamy Stairton from the north of England with highlights of sandstone from Galloway Bridge.

Inside, the vertical proportions of the hall are breathtaking. He avoids a claustrophobic narrowness by opening up the lower two floors with colonnades. Behind these, twin staircases make a stately ascent to the first floor with

short flights alternating with generous landings. The flights are carried on massive, exposed-steel girders. "I was consciously not high-tech. It's low-tech. The joints are quite crude," Mr Robinson says.

The palette appears to be a smart combination of white, black and grey, but everything which looks black, except the reception desk, is in fact a dark, graphite grey.

The hall floor is laid in a diamond pattern of two shades of grey edged with pink tiles looking like polished granite. The lower walls behind the colonnades are in bands of alternating rough and polished-grey granite. An extra flash of elegance is provided by the balustrades of the first flight of steps, which disappear like hoops straight into the ground.

Mr Robinson's love of mass is in evidence with the curve of the rotunda shouldering its way into the atrium. Externally, this rotunda forms the public entrance and will be illuminated at night to catch the eye from busy Lothian Road. Immediately below is the new 250-seat Traverse Theatre, now leased to an experimental theatre company.

The flanks of Saltire Court are rather more plainly treated than the main front, but they are important as the streets on either side slope down steeply and frame views of Edinburgh Castle on its crag. Here, Mr Robinson's towers come into play, as the tops are seen right beside the castle. Every view has been considered. The new building looks well across the valley bottom from Princes Street and all the equipment on the roof is contained within pavilions intended to satisfy the eye of visitors to the castle.

Over the centuries many competition designs have been whittled down by financial cutbacks but, while Mr Robinson had to do some trimming, notably the loss of the Usher Hall link, his design lost neither power nor finesse.

Saltire Court deserves an award, but even more, its architect deserves a place on the shortlists of future competitions. Few win their spurs so convincingly.



So here's to you, Mr Robinson: the young architect's spectacular atrium is especially impressive

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Please apply in writing enclosing your cv. to: Mrs Pat Shaw, Secretarial Manager, Baker & McKenzie, Inverness House, Aldwych, London, WC2B 4JP.

Judy Farquharson Ltd.

PA IN FR - £16,000
MD of top West End firm is looking for a high calibre PA/Secretary. Must be confident, efficient, able to handle a very busy schedule. PA. Age 25-35.

GRADUATE SEC FOR RESEARCH - £15K+
If you're happy, friendly and able to work with a team, this is the job for you. You'll be working on a variety of projects, including research, writing, editing and proofreading. You'll be working with a team of experienced professionals and will have the opportunity to develop your skills and knowledge. This is a great opportunity for a graduate with a degree in a relevant subject. Please send your CV to: Judy Farquharson Ltd, 12 Bedford Square, London WC1A 1PA.

JFL RECRUITMENT CONSULTANTS

APRIL FOOL - KNIGHTSBRIDGE

On Valentine's Day, our treasure told. She must leave from England's cold. Over the seas and to warmer climes. To palm trees and to pin and times. Like three lost sheep we're in a mess. Without our lovely shepherdess. So if you're happy, friendly and able. Come and sit around our table. We'll tell you all about our needs. So you can boost about your deeds.

Flexible, capable, good-humoured. Secretary full time for our small office. High standards required and appreciated. Send full CV including educational background and salaries earned to:

The Chairman (AP), 2 Post Street, London SW1X 9EL.

ADMINISTRATIVE ASSISTANT/ SECRETARY 24+

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Salary negotiable.
Please send C.V. to: Mrs L. Harris, East Med Travel (Agency) Ltd, First Floor, 12 Bedford Square, London W1M 3HA.

NO AGENCIES PLEASE

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Required by International Sporting Organisations to train by company personnel in a variety of office duties. Excellent English grammar/spelling essential together with good shorthand and WP skills (incl. Microsoft Word 1.0/6.0). Languages useful. Applicants must be self-motivated, adaptable and reliable.

Please apply in writing with CV to: Mrs P. Whitlock, F.O.P.A. Ltd, 104 Pitham Lane, London SW7 1QJ or fax 071 289 0511.

PEOPLE PERSON £15,000 + BONUSES

Are you confident, well organized and willing to take on a great challenge? Then you are the ideal candidate for this exciting role. You will be responsible for the day-to-day running of the company, ensuring that all systems are in place and that the company is always at the forefront of its field. This is a great opportunity for someone who is ambitious and wants to make a difference. Please send your CV to: People Person, 12 Bedford Square, London WC1A 1PA.

Call Roger on 071 352 6622

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Efficient secretary sought for our Kensington office. Must have WP skills and 60 WPM. Excellent salary.

Please send CV to: Miss Lucy Fennell, 8 Hammersmith Road, London W6 7AG. Tel: 071-837 9371. Fax: 071-736 2885. NO AGENCIES

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£21,000
International company with 20 years experience in the field of international trade. We are looking for a highly motivated and organized Operations Secretary to join our team. The role involves managing the day-to-day operations of the company, ensuring that all systems are in place and that the company is always at the forefront of its field. This is a great opportunity for someone who is ambitious and wants to make a difference. Please send your CV to: Operations Secretary, 12 Bedford Square, London WC1A 1PA.

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£15K + Mart Sales + Paid O/T, Bonus, Etc.

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CITY SLICKER

£16K + Mart Sales + Paid O/T, Bonus, Etc.

European Division of a major City investment bank needs a polished Secretary with strong communication skills and a creative mind. You will be involved in client presentations, client liaison, as well as being able to do the day-to-day running of the office.

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Join two financial executives at the European head office of an International Investment Bank.

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£15K (net bonus) + Paid O/T. Dynamic Secretary (21-24) with fluent French sought by busy marketing team who travel a lot. You must be a high flyer, used to client contact and a great organizer.

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SHORTHAND Sec & WP 8.1 ops. for busy firms. £200 per w. Link Apps 071 408 2160.

THE TIMES

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Fellowships with editorial.
La Crème de la Crème:
Secretarial appointments.

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Commercial Lawyers,
Legal Officers,
Private and Public Practice with editorial.
Public Appointments.

WEDNESDAY

Creative & Media Appointments with editorial.
La Crème de la Crème:
Secretarial appointments.

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La Crème de la Crème:
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Service Sector

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UK

Unique opportunity for ambitious, entrepreneurial professionals to join a premier consultancy with an extensive and prestigious client base, providing leading edge, strategic property planning services in the healthcare industry.

THE POSITION

- ◆ Full responsibility for maintaining client relationships with a projected recurring fee income of c. £500,000.
- ◆ Lead multi-discipline consulting teams, including experts in finance, risk analysis and estates management.
- ◆ Present conclusions to clients at the highest level. Manage ongoing relationships.

QUALIFICATIONS

- ◆ Energetic and flexible managers with proven track records in consultancy or relevant professions.
- ◆ Excellent presentation skills. Creative and persuasive at all levels.
- ◆ Numerate and financially aware graduates, possibly MBA or professionally qualified. Age open.

Please reply in writing, enclosing full cv.
Reference L0742
54 Jermy Street, London, SW1Y 6LX

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Blue Chip plc

£55,000-£65,000 + Bonus + Benefits

London Area

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THE COMPANY

- ◆ Times Top 100 plc.
- ◆ Diversified range of quality products sold to a wide variety of end users.
- ◆ The Group provides exceptional opportunities for high calibre managers.

THE POSITION

- ◆ Responsibility for sales and marketing, managing a team of over 100 people and £100m sales.
- ◆ The position is highly visible nationally.

QUALIFICATIONS

- ◆ A determined leader who wishes to motivate a large team. Drive, enthusiasm - able to make things happen.
- ◆ Committed to service and quality.
- ◆ Graduate, ideally aged 30-40.
- ◆ Outstanding sales and marketing background in a highly rated company - possibly FMCG.

Please reply in writing, enclosing full cv.
Reference L0713
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Group Sales Director

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THE COMPANY

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- ◆ Household name, strong brand image. Reputation for innovative design and product development.
- ◆ Committed to growth organically and by acquisition.

THE POSITION

- ◆ Direct and manage all Group sales including exports. Report to Managing Director.
- ◆ Develop and execute strategic sales plan. Handle key National Accounts.

- ◆ Key challenge to lead, direct and motivate sales force and improve customer service.

QUALIFICATIONS

- ◆ Track record of success in management of a national sales force.
- ◆ Inspiring leader and manager. Profit orientated with outstanding negotiating and interpersonal skills.
- ◆ Graduate calibre, with maturity, energy and drive. Age 35-45.

Please write, enclosing full cv, Ref. ML0740
Courtthill House, Water Lane,
Wilmslow, SK9 5AP

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LEGAL AID BOARD

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The Legal Aid Board administers and controls a fund approaching £1,000m gross per annum, paid out through a variety of schemes to solicitors, barristers and agencies.

Part of the Next Steps initiative, the Legal Aid Board is committed to a Total Quality objective and is undergoing an exciting period of change. In order to ensure the quality of advice and assistance for the 'assisted person' and value for money for the taxpayer, a Supplier Quality Assurance strategy is being developed by which the Legal Aid Board's suppliers - mainly the legal profession - will be assessed, accredited and monitored.

Essential to the success of this dramatic project is the recruitment of an exceptional individual who will be responsible for leading the project forward and dealing with all interested parties including the Lord

Chancellor's Department, the Law Society, and other representative bodies. This will involve evaluating progress to date, planning a strategy to set up the scheme across the country and, subsequently, implementation.

This is an intellectually demanding and highly visible challenge. It requires someone with a fast-track career to date, possibly in Commercial Law, Supplier Quality Assurance in industry, or Total Quality Management in a number of contexts, who can point to a proven record of initiating policies and driving them through to successful implementation.

The credibility to operate at senior government level must be coupled with drive, the will to succeed and first-class interpersonal skills.

To be considered for this unique opportunity, please write, enclosing a full cv and indicate briefly why your application should be preferred, to Patrick Johnson, Ref: 5607/PJ/ST, PA Consulting Group, 123 Buckingham Palace Road, London SW1W 9SR. Tel: 071-730 9000.



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Manufacturing Manager - Pharmaceutical Intermediates

Abbott Laboratories is recognised internationally as one of the most successful and innovative names in healthcare, with sales of some £7 billion worldwide and global interests in pharmaceuticals, diagnostics, nutrition and hospital products.

At the very heart of that operation is our strategic production facility in the UK, where the scale of investment reflects our commitment to world class manufacturing. Located in the South East and employing some 600 people - from here we provide a unique range of solid and liquid formulations for world markets.

The Chemical Manufacturing Manager we appoint must have the line management experience and the vision to make a pro-active contribution to our management team here from the outset. On a day-to-day basis, you will be directing a 50-strong workforce via a team of seven graduate managers. Thus you will be accountable for all aspects of chemical manufacturing activity - from optimising financial control and production volume, through to ensuring the highest standards of quality and safety at all times. Beyond that, we expect you to have a close

matrix involvement with Technical and Engineering contacts and other Managers overseas.

Probably in your mid-30's and highly ambitious, you now have a DMS or MBA to complement your degree in Chemistry or Chemical Engineering. Having spent several years in this industry or in a compatible blue chip business, you have already shown yourself to be an able leader - perhaps as a Shift Manager - and have acquired in-depth experience of GMP, AQAP or BSS750. Above all, you are now ready to take on a more stimulating challenge that offers genuine scope for 'front-line' involvement.

In return, you will receive a competitive package that includes a car, together with the career development opportunities that could only be possible with an American multi-national organisation.

In the first instance, please send a full c.v. and your salary details to: Mr. R. O. Croft, Personnel Manager, Abbott Laboratories, Queenborough, Kent ME11 5EL. Fax: 0795 580404.



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You will be responsible for developing and implementing strategies in all aspects of Public Relations and Public Affairs, ensuring that maximum impact is achieved through the highest standards. Reporting directly to the MD and Chairman, you will ensure that Total's reputation as a professional and efficient operator is powerfully conveyed and extensively accepted.

Your key responsibilities will include cultivating strong media relations, identifying and responding to relevant public affairs issues, developing employee communications, representing Total in appropriate

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To be considered you need at least ten years' impressive Public Relations and Public Affairs experience together with proven creative skills. You are able to establish effective relationships at senior levels, motivate a team of professional staff and work well under pressure.

The remuneration package will be designed to attract the highest calibre applicants. Excellent career prospects exist within the Total Group for high achievers.

To discuss this opportunity contact David Jones or Barbara Digby, during office hours on 0734 566114. At other times contact David Jones on 0734 482370.

Alternatively, write to them, with career and salary details, at Digby Jay Jones, The Atrium Court, Apex Plaza, Reading, Berkshire RG1 1AX. Fax: 0734 560380.

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EXECUTIVE OPPORTUNITIES

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GOTO

JAPAN

An introduction
to Japanese
Business, Language
and Culture

The export opportunities from Europe to Japan are immense. Yet to exploit them fully, Europeans need to understand much more about Japanese business, language and culture.

To this end, the Commission of the European Communities has developed, and largely financed, the Executive Training Programme. Now in its 13th year, this programme gives European managers the opportunity to study and work in Japan for 18 months.

In the first 12 months, participants undergo intensive language training, visit companies, and attend seminars and lectures on aspects of the Japanese business world which continue throughout the following six months spent working with a Japanese company.

While on the training programme, participants have the opportunity to build useful contacts with Japanese business and, through their newly acquired understanding of the Japanese language and culture, they are able to bring considerable competitive advantage to their employers.

Applications are invited from individuals who are aged 28-35, are educated to degree level, and have a good working knowledge of written and spoken English. They must have worked for at least two years with an EC-based company which is either actively exporting products or services to Japan or ready to expand its business there.

Their employers must share a commitment to the programme and to developing a business strategy with them to capitalise on the valuable knowledge gained throughout the 18-month programme.

Companies who meet the above requirements and want to sponsor an employee are also invited to apply.

For more information, please contact Andrew Dickson, Ref: ETJ/ST, PA Consulting Group, 123 Buckingham Palace Road, London SW1W 9SR. Tel: 071-730 9000. Fax: 071-333 5050.

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Executive Training in Japan

The Commission of the European Communities

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We are looking for team players; achievers who can spot an opportunity and close the sale, working hand in hand with our system development specialists. They will probably have a systems house or other consultancy background; they will certainly have a successful track record in selling services and solutions to senior client management and be hungry for even greater success now and in the future.

Salary will reflect experience and qualifications and long-term career developments will be linked primarily to personal performance. Benefits include an opportunity for equity participation.

If you are the sort of flexible self-starter we are looking for, please send a brief cv, including a contact telephone number, to Lynne Stafford, Ref: 5630/LS/ST, PA Consulting Group, 123 Buckingham Palace Road, London SW1W 9SR. Tel: 071-730 9000. Fax: 071-333 5050.

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STRATEGIC MARKETING

HYDRO-ELECTRIC

East Scotland
c.£50,000 + bonus + car

A background in the electricity industry is not necessary to appreciate the new market opportunities existing in the UK post-privatisation. They present exciting challenges, to which Hydro-Electric has reacted with innovation and enthusiasm, and a marketing specialist is now needed to help drive this initiative forward.

Working alongside senior management, you will help further develop and implement a strategy for growth, and lend your expertise to the identification and successful development of new products and markets.

Strategic marketing and business/financial planning skills are more important than specific industry experience, although familiarity with the electricity supply industry would equip you with an understanding of the inherent challenges and opportunities. A high degree of innovation and excellent presentation and communication skills are important.

The rewards reflect the importance of this senior management appointment and include relocation assistance to an area that boasts a high quality of life.

To apply, please send your cv, in confidence, to Sue Knight, Ref: 5620/SK/ST, PA Consulting Group, 123 Buckingham Palace Road, London SW1W 9SR.



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The position provides an opportunity to use your consultancy and business experience to make a personal contribution to the success of client projects, and to participate in the growth and development of the company.

You will have at least 10 years' experience in the design, implementation and management of projects in the financial services sector. Probably working for a consultancy, software house, or major computer manufacturer, you will possess the strong business, technical and interpersonal skills required to succeed at both strategic and operational levels.

To apply, please send a full cv which will be forwarded to our client unopened. Address to our Security Manager if listing companies to which it should not be sent. Ref: M5006/ST, PA Consulting Group, Advertising and Communications, Fountain Court, 68 Fountain Street, Manchester M2 2FE.

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Wir suchen dafür den Geschäftsführer, der ein kleines vorhandenes Team in Außendienst, Verwaltung und Lager weiter ausbaut und führt. Er hat die Gesamtverantwortung für Umsatz und Ergebnis und berichtet direkt an die Muttergesellschaft in Deutschland.

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At a time of significant growth, two exciting opportunities have been created to develop your sales career further within a rapidly expanding, high profile organisation, committed to the promotion of quality software, services and consultancy.

Currently, you will be an over-achiever in the sale of IT Solutions, preferably within the Health Sector, although this is not essential. Of necessity, you are a credible individual who has in-depth experience in the protracted, multi-level negotiation of complex systems. Equally important, will be the ability to promote new business and the account management of existing clients, whilst furthering the on-going relationship with major industry partners.

A highly motivated team player? Action oriented? Searching for the opportunity to fully exploit a winning approach in this growing market?

Can you afford not to respond?

Call Maurice Thompson today between 10.00am and 4.00pm on 0706-822326 or during business hours on 061-876 5201 or fax/send full career details to the address below quoting Ref. 861.

Torres Interact

Sendipier Quay, 36 Madwen Road, Salford M5 3EZ. Tel: 061-876 5201. Fax: 061-876 5203.

Operations Director

£65,000 Package

A board level appointment in electrical retailing

Our client is an amalgamation of two established blue chip organisations who are joining forces to create an electrical retailing business which promises to be one of the most significant retail operations in the country.

Working at a strategic level, your contribution will impact on a major £175m business, comprising two fully automated warehouses, 230 retail outlets and over 2,000 employees.

Your brief is to take full management responsibility for developing the optimum logistics network for warehousing, distribution and home delivery activities as well as a profitable, high quality servicing and repairs business.

Degree qualified, you will be a dynamic individual with substantial senior level experience in the operations field - almost certainly from a retail background, ideally the electrical appliance field. This will include evidence of having implemented cost-effective change within a large organisation. Outstanding business acumen and a customer-service orientated approach are essential.

It's a major undertaking and the salary, rewards and benefits are fully commensurate with the demands and significance of the role.

To apply, send your CV to David Burke, quoting reference S/939, at Austin Knight Consulting Limited, Knightway House, Park Street, London Road, Bagshot, Surrey GU19 5AQ. For an informal discussion, telephone him on 0272 221891 (days) or 0272 686185 evenings/weekends.

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NOVELL

Digital Research Systems Group

CORPORATE SALES

Berkshire

c. £45,000 OTE + car

Now part of the multi-million dollar Novell Corporation, Digital Research Systems Group have embarked upon an extensive programme of product and financial investment for the future. The newly launched DRS 600 has justifiably been a massive success story and will be a commercial success in the corporate market.

to the closing stages of the sales cycle. Additionally, an understanding of the nature of corporate sales via indirect channels, together with the utilization of a sales support effort, would be an advantage. Ideally, you must be a self-starter, energetic, individual with the will to succeed and the ability to keep pace with our planned growth.

The successful candidate will be rewarded with a competitive basic salary, a fully experienced company car and a comprehensive benefits package. Your prospects for career and personal development are excellent as you will be part of a dynamic organization.

For further information, please send or fax your CV to our advising consultants, Carr/Morley or Noel Follitt at Outsource International, Cedar House, Cedar Lane, Parkway, Surbiton, Surrey, GU8 5HY. Tel: (0275) 575222. Fax: (0275) 575227.



West of London c.£40,000 + Car Business Manager - Product Localisation

Developing and implementing IT product localisation strategies in the Middle East and Eastern Europe.

Our client, one of the leading IT companies in the world, has invested significant resources in Eastern Europe and the Middle East. Producing revenues approaching \$200 million, their aggressive growth plans for this region will take advantage of the tremendous opportunities opening up in these countries, based on real strengths in clearly defined vertical markets. To support these plans, product localisation has been identified as a key initiative, to ensure their wide range of products is tailored to differing local requirements. They now require an outstanding Business Manager to lead this initiative.

Reporting directly to the region's Marketing Director, your primary brief will be to develop and implement an integrated product localisation strategy for the region. This will involve establishing localisation program priorities by country and product; developing business cases for individual projects in commercial and technical terms; championing and program managing localisation projects in different forums with different functions and levels across the

company; and presenting the overall strategy to local country distributors. The role will involve regular travel to the USA, Europe and the Middle East.

Ideally a graduate, you will have 5-10 years' experience in the IT industry, with at least 2-3 years' international marketing or program management experience; and have a sound understanding of the language structures and cultures of the Middle East and Eastern Europe. You will thrive in a relatively unstructured environment, with the ability to think strategically as well as get things done. You will combine sound program management skills with strong presentation and persuasive ability at senior level.

This is an exceptional opportunity to build upon your experience and play a significant role in helping a major IT organisation compete successfully in some of the most exciting new markets in the world today.

Please send or fax your CV to Goodman Graham & Associates, at the address below, quoting reference number 1502.

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8 Beaumont Gate, Shenley Hill, Radlett, Herts WD7 7AR.
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CJA

RECRUITMENT CONSULTANTS

3 London Wall Buildings, London Wall, London EC2M 5PJ
Tel: 071-588 3588 or 071-588 3576
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A challenging and demanding position - scope for considerably increased responsibilities worldwide



DEPUTY PREMISES MANAGER

£35,000-£45,000 + BENEFITS

LEADING EUROPEAN FINANCIAL INSTITUTION

This vacancy, caused by growth, calls for candidates, ideally aged 33-40, educated to degree standard, who have acquired at least 5 years' successful practical building services engineering experience, and one year in negotiation and start up of new premises. This experience is likely to have been gained in modern medium sized premises. Applicants from the engineering branch of the Armed Forces with relevant experience will be considered. Responsibilities are widely drawn and will cover the control and monitoring of tenders and contract negotiation on a project basis, the leasing and setting-up of offices in Continental Europe and overseas, establishing systems for the effective control of management and maintenance of existing premises. Up to 25% away travel may be necessary. Perceptiveness, persuasiveness and the ability to work in a consultative style to drive work through positively and conclusively is key to the success of this appointment. Initial salary negotiable approximately £35,000-£45,000 + bonus, mortgage subsidy, car, non-contributory pension, free life assurance, free family health cover and assistance with relocation expenses if necessary. Applications in strict confidence under reference DPM4831/ST, in writing to the Managing Director, CJA.

CAMPBELL-JOHNSTON ASSOCIATES (MANAGEMENT RECRUITMENT CONSULTANTS) LIMITED, 3 LONDON WALL BUILDINGS, LONDON WALL, LONDON EC2M 5PJ, TELEPHONE 071-588 3588 or 071-588 3576. TELEX: 887374. FAX: 071-256 8501.

DIRECTOR OF THE SERIOUS FRAUD OFFICE

The Attorney General wishes to appoint a new Director of the Serious Fraud Office as soon as possible.

The Office was established in 1988 to investigate and prosecute the most serious and complex cases of fraud. The Director is in overall charge of the Office, reporting to the Attorney General, and is responsible to Parliament for a current annual budget of about £20M. As well as leading a team of about 150 staff, including lawyers and accountants, the Director will be involved in developing the role of the Office, presenting its work to Parliament and the public and contributing to policies, at national and international level, to combat fraud.

The successful candidate will be a senior and respected lawyer, with substantial relevant experience and an understanding of the legal issues involved in bringing fraud cases to trial. Management experience would also be desirable.

The appointment will probably be for five years in the first instance, but longer or shorter appointments might be considered. Details of the salary and terms of appointment will be subject to discussion with candidates after interview.

If you think that you can fulfil these requirements and wish to be considered please write, enclosing a full CV and giving the names of two referees who may be approached immediately in confidence, to Barry Hilton, Recruitment & Assessment Services, Alencon Link, Basingstoke, Hants RG21 1JB. For further details of the post please contact Barry Hilton on Basingstoke (0256) 846601 (answering service in operation outside office hours). The closing date for applications is 28th February 1992. Selected candidates will be invited for interview in mid-March.

The Civil Service is an equal opportunities employer.

INTERNATIONAL HUMAN RESOURCES DIRECTOR

Package to c £60,000 plus car and benefits



Best known for Harvard Graphics, the leading presentation graphics package, SPC is amongst the world's top 5 PC software companies. Since setting up international headquarters in the Thames Valley less than 3 years ago, the organisation has grown dramatically from 6 to over 160 people. With revenues of \$50 million from Europe, the Far East and Australasia now representing more than a third of the corporation's total turnover, SPC seek to strengthen their executive management team with the appointment of a first class and internationally experienced HR professional.

For the opportunity to help shape the future of one of the world's most successful and innovative high technology companies, write in complete confidence, enclosing a comprehensive curriculum vitae to James Plummer, Prospect International Limited, Arlette House, 143 Wardour Street, London W1V 3TB. Telephone 071 439 1919. Fax 071 437 1791.

Reporting to the VP and General Manager of the International Division, your brief will be to develop and implement HR strategies that support further growth and empower the company's managers to manage more effectively.

Commercially astute and in tune with the highly dynamic and competitive nature of the software business, your background in areas such as compensation and benefits, organisational development and employee relations will probably have been gained in a similarly fast expanding and sales oriented US multinational.

SPC's culture fosters creativity and resourcefulness and continually creates scope for fresh challenges. To benefit fully from this environment your professional skills should be complemented by a pro-active and flexible approach to the HR function and by the ability to communicate your ideas effectively and at all levels within the organisation. Ultimately it will be your vision that reinforces the weight and value of HR in the management decision making process, and by leveraging internal and external resources you can really make a difference.



Prospect

Touche Ross

UK MIS MANAGER Major International Corporation

West Midlands Attractive Salary and Benefits

This \$multi-billion international market leader is a household name in specialist automotive products and operates throughout Europe, North America and the Far East. Following a recent merger, and as part of a comprehensive reorganisation, the £110 million UK subsidiary is rationalising its operations around a Birmingham head office and a network of six distribution centres.

Reporting to the head of finance and administration, you will be responsible for planning and implementing the next stage of IT development in the UK company. You will build and manage an IT function with new systems based on IBM AS400 hardware and you will work closely with colleagues in Brussels on the introduction of pan-European applications.

You must have a strong background in systems development and project management methods and experience of the use of IBM mid range and PC products in highly commercial, multi-site environments. As a management appointment, the role demands strength of character, commitment and vision. However, in the early stages of development, you must be willing and able to adopt a practical, hands-on approach.

Please send a comprehensive résumé, including daytime telephone number, quoting reference 3228, to Neil Cameron, Touche Ross Executive Selection at the address below.

MANAGEMENT CONSULTANTS

1st Floor, Hill House, 1 Little New Street, London EC4A 3TR. Tel: 071 936 3000.

PROFESSIONAL SALES CONSULTANTS

£25k Basic, O.T.E. £40K + superb benefits

The CIGNA Corporation is one of the World's largest Insurance companies and leads the field in the provision of Corporate Medical and Dental Insurance. Operating in over 100 countries across all 5 continents we employ over 52,000 people and have assets valued at over \$60 Billion.

Unlike many companies in today's economic climate we are committed to expansion and know the value of high quality staff in achieving this.

To this end we are seeking to employ a number of Professional Sales Consultants in the South East of England who will work for our Employee Benefits Division.

You must have the maturity, intelligence and presence to be able to negotiate with the senior Managers and Directors of some of the U.K.'s largest companies. Group presentation skills are important as well as the motivation to generate new business in a very competitive market. Knowledge of the industry

is not essential, as thorough training, recognised as the best in the industry, is provided; hence professionalism and proven selling skills are key factors which will need to be demonstrated by successful candidates.

The rewards are excellent and include, a high basic salary, a generous open-ended bonus scheme which will reward on target performance with earnings of £40K+, a choice of quality car, Free Private Medical and Dental Insurance, non-contributory pension, Group Life Cover, Mortgage Subsidy and Permanent Health Insurance.

This is an excellent opportunity to join a dynamic multi-national organisation at an important period in its growth and will appeal to those individuals who genuinely want to achieve success through their own efforts and dedication.

Responses to Keith Wilkinson, Human Resources Manager, CIGNA Services UK Ltd, Tower House, 38 Trinity Square, London EC3N 4DJ.



HEAD OF PERSONNEL DEVELOPMENT

Financial Services
West Midlands
around £45,000 + Car

In pursuing its objective of becoming a leader in the marketplace, our client, a major Building Society, has developed an ambitious and innovative business strategy, encompassing change and growth. The strategic development of the business into the next century will involve radical changes in traditional structures and attitudes, necessitating a new approach to human resource development.

In this key, new appointment, reporting to the Director of Personnel, the successful candidate will be responsible for personnel development at all levels in this rapidly changing environment. The objective is to ensure that the organisation has the human resources to meet the demanding business needs of the future.

Candidates will be graduates, probably aged 32-45, with professional human resource experience gained in a blue-chip environment. Knowledge of

sophisticated management development and training techniques and demonstrable managerial skills are essential to lead a small, established team. First class communication skills and the proven ability to persuade, lead and influence at all levels are also important requirements.

This is a challenging, high-profile position, and offers a generous salary and benefits package, including company car, subsidised mortgage, pension scheme, health cover and, where necessary, full relocation expenses.

Please reply in confidence, giving concise career, personal and salary details, quoting Ref. L.636.

Egor Executive Selection
58 St. James's Street
London SW1A 1LD

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UK MARKETING MANAGER

To develop and implement
marketing and sales development plans
for this high quality brand

Up to £40,000, bonus + car

Central London

The Financial Times, universally renowned for its accuracy, objectivity and professionalism, is firmly established as one of the world's leading business newspapers. Its distinctive colour and advertising slogan "No FT-No Comment" have helped to create an unmistakable brand image. The Marketing department has been restructured and refocused to achieve further sales growth, with promotions, publicity, circulation and sales development brought together in a new team. In this new appointment, managing five regional marketing teams, the full range of professional marketing techniques must be applied to ensure increased and sustained demand, meeting ambitious sales targets. Ideal candidates, in their mid to late thirties, will be highly proficient marketers, already flourishing in an organisation with similar quality standards, enjoying similar brand loyalty. With at least a good first degree, they will have the commercial ability to support their creative flair, the managerial skill to motivate a team, and the intellect, style and proven success to earn credibility in this highly stimulating and professional environment. Please send full career details, quoting reference WE 2028, to Judy Brasier, Ward Executive Limited, Academy House, 26-28 Sackville Street, London W1X 2QL. Tel: 071-439 4581.

WARD EXECUTIVE

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Executive Search & Selection

International Group with a Manufacturing Excellence Initiative

Operations Director

Engineering Products

c.£45,000 p.a. package

With a worldwide reputation in industrial engineering products, this major group has streamlined its financial, distribution and manufacturing operations resulting in significant impact on operating cash flow, improved working capital ratios and a Pan-European approach to Distribution.

A number of talented people have joined the management team, which now requires a manufacturing professional who can demonstrate a record of leadership in a mixed batch machining/assembly environment. Success will have come from the implementation of modern manufacturing systems and a driving attitude to

simultaneous improvements in utilisation, unit cost, productivity and quality.

Ideally, he/she will also have some experience in polymer based products and will be able to assert immediate credibility into a Northern-based £25m/£30m turnover activity. The ambition and capability to progress beyond this level in a major group will be an important factor.

Please send career/salary history to date in confidence to John Winkler, Wetherby Consultants Limited, Warwick House, 14 St. Paul's Square, Birmingham B3 1RR, quoting reference no. 82/950.

Wetherby

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World Leading Specialist Engineering Equipment

Business Manager

c.£35,000 + Car + Benefits

Part of a major international group, this Company is in the forefront of its field. Utilising sophisticated state of the art technology, the Company designs and supplies a range of automotive related specialist equipment.

This role has responsibility for a substantial profit centre within the business. The job holder will lead a highly capable team of product development and marketing professionals, utilising support services such as manufacturing and field sales as necessary. The remit will be to maximise current product turnover and profitability, identify new market opportunities and ensure profitable business growth. This will involve not only in-house developed products but also carefully selected factored

and branded equipment that complements the existing product range and marketplace.

For this challenging role we are seeking a senior manager with a proven track record of business development in distributor led specialist equipment or machinery. A technical background is preferred together with obvious attributes such as drive, team management skills and well developed commercial acumen in an export led environment.

If you feel that you can meet the challenge, please send a full CV with salary history quoting Ref. No. 81/97 to Peter Sheratt, Wetherby Consultants, Matthew Murray House, 97 Water Lane, Leeds LS11 5GN.

Wetherby

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SOFTWARE

£75k OTH
+ CAR

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SYSTEMS SOFTWARE SALES EXECUTIVES

"Only The Best Will Do"

BMC Software is one of the largest IBM utility software companies in the world next to IBM itself, today employing over 750 people and incorporating nine international offices with further expansion planned. Fiscal revenues in 1991 advanced to \$140 million, a 50 percent increase on 1990. BMC's success is based upon their proven formula of selling high-value, high-performance mainframe systems software.

Today BMC products perform critical tasks faster and easier in IMS, DB2, CICS and TSO mainframe environments. They are installed in 6,000 organisations worldwide.

Our focused business strategy and unrivalled products are only matched by the quality of our people. To keep pace with our ambitious

growth plans, we now seek to recruit more high-calibre sales professionals. You will probably be aged between 28-35 and have:

- ★ a proven sales track record in an IT environment.
- ★ excellent 'closing' skills.
- ★ a highly positive and professional approach.
- ★ stamina and resilience.
- ★ the drive to succeed in a dynamic environment.

The rewards, like the demands, will be very high. In addition to an excellent salary, realistic targets will enable you to earn in excess of £75,000. The superior benefits package includes an executive car and private healthcare.

If you have the flair to succeed in this challenging role, please send your CV and a covering letter, stating your present salary, to: John Greenway, Mercuri Urval, Spencer House, 25 Grove Hill Road, Harrow, Middlesex HA1 3RN, Fax No: 081-861 1978, quoting reference JG/20/92.

SALES & MARKETING

TO £80,000 + SHARE OPTION

We are a highly successful systems integrator specialising in business solutions for the general, commercial and financial markets. The company specialises in understanding clients' business and information needs, and matching these with the appropriate information technology solutions. We can include the enhancement of existing installations to meet today's requirements, or the implementation of new IT strategies. These are achieved through the provision of consultancy, design, specification, implementation and total systems support. Our success and continued growth during recession have been achieved through technical competence and professionalism and 1991 was another record year.

DIRECTOR DESIGNATE

ICOS has aggressive growth plans and we are now looking for a Sales & Marketing Manager to take overall responsibility for the sales management of the various ICOS sales teams. In addition he/she will be key in the strategic marketing of the company at both decision making and implementation levels. Candidates must have had significant management, marketing and sales experience in a similar environment, and should have already participated in strategic decision making. The successful candidate is likely to be a graduate of at least 35 years of age and he/she can expect to be rewarded with a Directorship and Share Options within a six to twelve month period.

If you feel that you have the knowledge and experience to meet the demands of this challenging role, please write enclosing a detailed CV to Caroline Bradfield, Independent Computer Solutions Ltd (ICOS), 1-38 Canary Street, London W1V 1PD, Tel 071-494 0200

**Independent
Computer
Solutions**

DIRECTORS/MANAGERS

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Fletcher Hunt are not an agency, but a specialist team established to help individuals seeking fast career change to find the right position quickly and professionally, normally within the unadvertised market. Consultancy is sometimes available to our unemployed clients.

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Business Development Analyst

c£30k + Benefits

Manweb plc is the Regional Electricity Company serving North Wales, Cheshire and Merseyside. One of the keys to our future success is the continuing development of our Power Marketing Division and the associated Electricity Supply Business.

As a Business Development Analyst you will join a small team within the Business Intelligence and Finance Department. Here your remit will be to develop new ideas for business and performance improvement, together with providing advice on business strategies to the Divisional Director and his Executive.

Aged between 25 and 35, you should possess a first degree and possibly a further business qualification which demonstrates a capacity for numerate and analytical thinking. With a good knowledge of business analysis and ideally energy economics, you will be able to relate your experience to the regulatory environment of a Regional Electricity Company.

Presenting your challenging ideas to senior managers and directors will require excellent interpersonal skills and your perseverance and equability will ensure that objectives are achieved in the face of adversity and within short timescales.

If you would like to move into a strategic role where there are excellent opportunities for personal development, please send your full CV to: Mr G A Bent, Personnel Services Manager, Manweb plc, Sealand Road, Chester CH1 4LR to arrive by Wednesday 26th February 1992. Please quote reference 4865.

Manweb operates an Equal Opportunities Policy.

Manweb



BUSINESS DEVELOPMENT MANAGER

AUTOMATED AND IMMUNOTHERAPY SYSTEMS
£ neg + bonus + car based Newbury

Every day 25,000 lives depend on Baxter Healthcare and on its commitment to improving the quality of healthcare in the UK. For nearly 60 years we have been at the forefront of patient care - from radical innovation in transfusion medicine, renal dialysis and heart valves, to technologies for critical care monitoring and less invasive surgery.

Automated and Immunotherapy Systems represent a major new area for our Biotech Division. To fuel growth, Baxter is investing heavily in new technologies for the treatment of immune related disorders with applications in fields such as bone marrow transplantation. As our Business Development Manager for this area, you will have full responsibility for sales and marketing within the UK and Ireland, with the scope to develop the strategic business plan and implement this by motivating and guiding the five-strong sales and marketing team.

Able to demonstrate a sustained record of achievement in sales and marketing, you'll also be a strong strategic and business thinker, with proven skills of motivating others to achieve. A strong intellect and professional background will ideally have been developed in the healthcare or pharmaceutical industries. Your customers will be consultants and healthcare professionals in hospitals and blood transfusion centres, requiring you to have strong interpersonal skills and the ability to build long-term relationships.

In return for the right commitment and qualities, we too will offer commitment and quality, with sound prospects and excellent rewards to match your worth. To apply please write with full career details to Sue Jones, our Personnel Officer, at the address below. Closing date: 28th February 1992

Baxter Healthcare Limited, Wallingford Road, Compton Newbury, Berkshire RG16 0QW

Baxter Healthcare Ltd CARRING FOR THE NATION'S HEALTH

Baxter

Distribution and Warehousing Director

C. £50,000 + Bonus Romford, Essex

PolyGram is the No 1 recorded music company and the leading distributor of recorded music and video in the UK. We have made substantial investments in our Distribution Centre at Chadwell Heath, Essex. We wish to develop its pre-eminent position by new improvements and the acquisition of further business.

The Director will ensure that their multi-line products at the distribution centre are available and picked for delivery at the right time and cost and in the appropriate quantity to meet the often transitory short term trends of the industry.

The job demands a resourceful and innovative manager with considerable operational experience of the best modern warehousing techniques and systems; negotiating with customers and suppliers; managing an unionised work force and major capital and building projects.

The rewards include an excellent salary supported by the executive benefits associated with a major employer including relocation.

To apply please send your full cv to Richard Black, Personnel Director, PolyGram UK Ltd, 1 Sussex Place, Hammersmith, London W6 9XS. Tel: 081-846 8515.

PolyGram



Wellcome

£30,000 + CAR

**BECKENHAM,
KENT**

Head of Clinical Data Management

The Wellcome Foundation has a distinguished history of innovation in the research and development of new medical products, many of which have represented significant advances in human healthcare.

Continually expanding, the Clinical Data Management Group plays an important part in developing and supporting our innovating and exciting clinical portfolio.

As Section Head you will be responsible for developing and managing a team of over 30 data management professionals. Working closely with other senior staff you will identify software procedures to ensure efficient processing of data and will liaise with colleagues both

in the US and Europe to build international clinical databases for worldwide regulatory submissions.

In addition to a thorough understanding of clinical research, you will need relevant technical and management experience. Good leadership, organisational and management skills are essential, combined with a creative approach to problem solving.

We offer an attractive salary, together with excellent benefits expected of a major company.

Please apply for an application form, quoting reference DL144 to: David Lewis, Personnel Officer, The Wellcome Research Laboratories, Langley Court, Beckenham, Kent BR3 3BS.

• The Wellcome Foundation Ltd. • Major International Pharmaceutical Group
• Research Centre at Beckenham • Annual Turnover > £1.600m • An Equal Opportunity Employer

£80,000 package
+ options + benefits

International FMCG Brands

London or Paris

European Marketing Director

Significant new appointment to bring brand marketing professionalism to a young and dynamic management team running one of this country's fastest growing Ples (t/o £350m), designing, sourcing and distributing apparel and accessories worldwide. Real scope to influence further growth through the development of a tiered brand structure across Europe which meets and anticipates customer needs. Excellent international career opportunities in both marketing and general management.

THE ROLE

- Responsible to the Divisional Chief Executive for the development and implementation of a European marketing strategy, through detailed assessment of existing brand portfolio and markets.
- Managing the full marketing mix, including an A&P spend of some £5m to maximise brand leverage across Europe.
- Key member of the management team, with active input to new product development, acquisition targets and the future shape of the company.

THE QUALIFICATIONS

- High calibre graduate, aged 30-40, with a marketing training in a blue chip FMCG environment. Strong European credentials with fluency in English and one other European language essential.
- Proven success in developing and implementing pan-European brand strategies in a senior marketing position, with in-depth knowledge of the markets.
- Well rounded international professional with a broad commercial orientation in addition to strong professional skills.

London 071-973 8484
Manchester 061-941 3818

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A Spencer Stuart Company

Please reply, enclosing full details to:
Selector Europe, Ref S555022L,
16 Canaan Place,
London, W2 2ED
071-973 8484

International Opportunities in Oil and Gas Exploration and Production

This active and successful North Sea operator is based in an extremely attractive location in NW Europe where the quality of life is particularly good. Technically excellent, highly innovative and working at the forefront of technology, it now plans an extensive drive into the international arena. To keep pace with this rapid expansion, it needs a number of high calibre professionals who seek an international career with a company which values its staff and rewards performance.

Reservoir Engineers

Working in a compact, integrated team, you will conduct and monitor reservoir simulation studies for field development planning and reservoir management strategy. You will identify new reserves potential and prepare in-place and reserves estimates, including production forecasts. By keeping up to date with reservoir engineering developments and technology, you will apply creative techniques to ongoing study activities. Your broad based reservoir engineering background recently includes a strong emphasis on simulation.

Geophysicists

You will interpret North Sea and international seismic data across exploration and production acreage.

You are experienced in workstation interpretation and in advanced seismic stratigraphy. Ideally, you are familiar with reservoir characterisation and seismic attribute analysis.

Additionally, the company has a requirement for individuals with a processing and acquisitions background and would welcome applications.

A graduate in an appropriate subject and preferably with a post graduate qualification, you have a minimum of five years' directly relevant experience, probably gained on offshore acreage with an oil company.

You will command a competitive salary, together with an unusually wide range of attractive benefits. You will also enjoy working in a broad based role on a variety of projects with access to substantial, state of the art, computing support.

In complete confidence, please telephone or write with CV to:
Sue Jagger or Diana Scott, Simpson Crowden Consultants Limited, 97/99 Park Street,
London W1Y 3HA. Telephone: 071-629 5909. Fax: 071-408 0608.

Simpson Crowden
CONSULTANTS

Petroleum Engineers

Working in a small, multi-disciplinary team, you will be responsible for optimising recovery from challenging oil and gas developments. You will plan and design offshore drilling, workover and completion programmes including stimulation and testing. Monitoring and optimisation of production performance, review of reservoir performance and associated studies will be an integral part of your work.

Ideally, your experience covers production, operations and reservoir engineering.

OIL AND GAS PROFESSIONALS

Opportunity to specialise in financing
and major commercial transactions with a leading
international energy bank.

If you are currently working as an economic/business analyst or petroleum engineer, this is an opportunity to concentrate on the financial side of the business with one of the world's largest energy banks.

Based in London, you will be part of a small team engaged in technical and economic analysis, valuation and risk assessment of proposals from companies throughout Europe, Africa, the Middle East and Asia. The nature of these proposals is likely to range from loans for new projects in field development, transportation and refining, to providing finance and advice for corporate restructuring

and company or asset acquisitions, disposals or mergers.

To be a candidate, you should be a graduate with first hand experience of oil industry economic analysis gained with an oil company, consultancy or financial institution. We offer an excellent salary and banking benefits which include a subsidised mortgage and an achievement-related bonus scheme.

To apply, please write with full cv to:
John Sears, SMCL Oil and Gas Ltd,
2 Queen Anne's Gate Buildings,
Dartmouth Street, London SW1H 9BP.
Tel: 071-222 7733, Fax: 071-222 3445.

SMCL
OIL & GAS RECRUITMENT

BBC TELEVISION

Head of Outside Broadcast Production Resources

Ted Bragg, Head of Outside Broadcast Production Resources will be retiring in the Autumn after a long and distinguished career in BBC Television. He is now looking to appoint his successor.

Outside Broadcast Production Resources is responsible for the London based technical facilities and staff that underpin the coverage of sporting and national events such as Wimbledon, the Open Golf, the Proms and State Occasions. The BBC is an acknowledged world leader in this area of broadcasting, and it is essential that the next Head of Outside Broadcasts maintains and builds on this excellent reputation.

The future business agenda is one of significant and continuing change. Reporting to Michael Lumley, Controller of Production, he/she will be required to direct and manage the London Outside Broadcast resource operation in a rapidly developing business context. Immediate objectives include preparing for "Producer Choice", which allows programme makers to buy resource facilities and staff from either inside or outside the BBC, and implementation of the resources study, which requires a reduction in the overall BBC Outside Broadcast resource base.

The key to successful future performance will lie in the further development of effective business relationships with the programme making departments, and candidates will be expected to demonstrate how they would seek to achieve this. Equally important is the willingness and ability to make a positive contribution as part of the team of senior resource managers responsible for the other aspects of the London operation, that is, studios, design, post production and film.

Experience at a senior level in managing a comparable operation is clearly desirable.

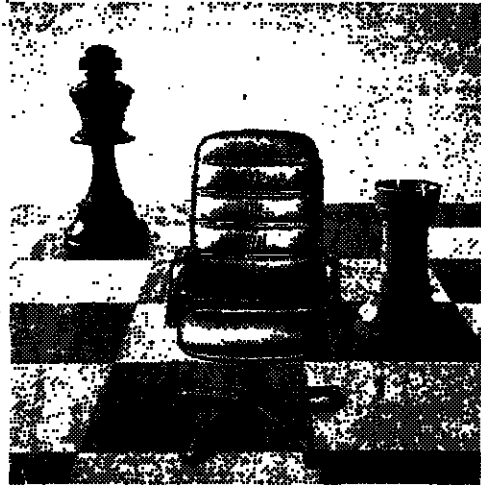
Salary according to qualifications and experience; benefits include a car and private health care provision. Based West London.

If you feel you have the necessary experience, please contact Michael Lumley on 081-576 7818 for further information.

Application forms are available from Rob Murdoch on 081-576 1813 (quote ref. 9477/SM) and should be returned to him together with additional relevant details by Friday, 28th February.

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FINANCIAL MANAGER

Competitive Salary + Car

Bridgend, South Wales

British Tissues, a division of JAMONT (UK) Ltd, with a turnover of £150 million, is seeking a Financial Manager for its Consumer Business Unit based at the Bridgend Paper Mills in Mid-Glamorgan, South Wales. We are major producers in the tissue and towel area and part of an expanding European Group.

Reporting to the Commercial Manager of the Consumer Business Unit the Financial Manager will have responsibility for the accounting function at Bridgend.

The job includes the control of management and financial accounts which are prepared by accounting teams in both disciplines. He or she will be required to review all systems and examine the accounting organisation with a view to implementing change.

The manager will be responsible for the integration of all aspects of financial control and be part of the financial planning process of the Consumer Business Unit.

This is an important opportunity in a developing company employing Total Quality principles. We offer an attractive remuneration package including BUPA and company car together with relocation assistance where required.

Please write in confidence in the first instance to Mr. D.G. Worthy, Group Personnel Director, British Tissues, Lowlands House, 43-51 Lowlands Road, Harrow, Middlesex HA1 3BW, enclosing a CV and stating your current salary.

We are an equal opportunities employer.

bt British Tissues
A DIVISION OF JAMONT (UK) LIMITED

REGIONAL MANAGERS

The professionalism to deliver quality

North London and the South East, Scotland
Up to £26k + car + benefits

Royal Mail is a highly organised and profitable commercial operation. One of our fastest developing distribution arms is Royal Mail Streamline, which is now entering the second year of its five-year strategic plan to create a nationwide network of Regional Centres, each with its own highly motivated workforce endowed with a "customer first total quality" culture.

With the need to develop new greenfield sites, we are looking for experienced managers to take sole accountability for the business performance of three of our Regional Centres located in Hatfield, Rochester (Kent) and Motherwell.

Each of these roles will present a variety of challenges to your leadership qualities. Uniquely, they offer you the potential to create and manage a work culture dedicated to 100% reliability in a leading edge business environment, where profitability and outstanding customer service are achieved through an unremitting commitment to quality. The day-to-day management of your operation will involve contact with customers and suppliers, asset management, recruitment and retention, as well as financial and budgetary control.

To succeed, you'll need considerable management experience allied to sound knowledge of modern distribution practices. Your current management position will have involved dealing with customers at senior level and experience gained in a total quality environment is highly desirable.

To the flexible innovative manager, who is able to transform our visions into commercial realities, we offer an excellent salary plus achievement-related bonuses, a company car, and a full range of executive benefits. Applicants must hold a current clean driving licence.

For more information about these challenging opportunities write with full cv to Alex Wilson at our consultant Moxon Dolphin Kerby Limited, 178-202 Great Portland Street, London W1N 6JJ quoting reference ST/6172. Royal Mail is an equal opportunities employer.

Wincanton Distribution Services is a leading transport and distribution Company, with 60 operating locations throughout the U.K. employing 4,000 staff in four Divisions.

GENERAL MANAGER, SOUTH

Transport Division
£30,000 + car + bonus
Based in Southampton

Applications are invited for the position of General Manager, South, reporting to the Managing Director of the Transport Division.

With a regional centre at Southampton, the South region covers an area from Brighton to Plymouth and comprises a range of tanker and fleet management activities for high profile customers particularly in the oil/chemicals, and dry freight sectors.

Working closely with the Managing Director, you will determine an effective operations strategy to provide a profitable distribution service to our growing list of customers. You will participate in contract and trade union negotiations and ensure that customers developing needs are met.

Ideally of graduate calibre in your mid 30's, you will have a thorough record of success in third party distribution. You will be profit orientated with strong operational skills and an aptitude for business analysis to facilitate growth within the company.

In return we offer an attractive package which includes a company car and a range of benefits as expected from a large Company.

Please write with full career details to A K Paul, Personnel Manager, Wincanton Distribution Services Limited, Calc House, Station Road, Wincanton, Somerset, BA9 9AD.

We are an equal opportunities employer.

WINCANTON DISTRIBUTION SERVICES

Partnership Secretary

with a commercial awareness

Highly competitive package

London

We are a leading firm of international property consultants providing commercial property advice throughout the major commercial centres in the World. Established in 1773 the Firm is a partnership, employs some 500 staff in the UK, and has 39 offices in 20 countries.

The current Partnership Secretary will be retiring this summer and we are seeking a rare individual to replace her in a role which is now far removed from that of a traditional Partnership Secretary. For some time now the emphasis has been on playing an active role in the Firm's management and business decision-making rather than solely servicing the partnership committees (and related companies). However, effectiveness in this latter area, together with legal and insurance matters, remains vital to success in the role.

To achieve this will require a professional qualification, either secretarial or legal, and at least five years experience at a senior level in a large international plc, or partnership. Coupled with this will be a practical commercial approach and the tact and diplomacy necessary to be successful in a partnership environment. We anticipate that applicants will be aged between 35 and 45 to possess these qualities.

Please write, enclosing a full CV, stating current salary, to David A Sizer, Managing Partner.

Richard Ellis
International Property Consultants

55 Old Broad Street, London EC2M 1LP

DOUGLAS HAIG MEMORIAL HOMES DIRECTOR

Morden, Surrey

c. £30,000 p.a. + Car

The Douglas Haig Memorial Homes and the Housing Association for Officers' Families are registered housing associations providing rented accommodation for those who have served in the Armed Forces. They seek a successor to the retiring Director, to take them forward to meet the challenges of Options for Change.

The Director advises the Trustees on policy and manages both Trusts. He leads a team implementing the agreed programmes including housing management, finance and development and fund raising. This involves liaison with the Housing Corporation, the Charity Commissioners, Government ministries, local government agencies and the major Service charities.

Probably aged 45 - 55, candidates must be wholly committed to the aims of the Trusts and have wide senior management experience. They will be credible at all levels and be skilful communicators with vision, versatility and drive. Knowledge of the Armed Forces would be valuable and familiarity with housing association practice desirable.

Please apply with cv, and details of current remuneration, quoting JH/339, to: Michael Williams, John Hamilton Associates, Friary Court, 13-21 High Street, Guildford, Surrey GU1 3DG
Tel: (0483) 574814 or (098 56) 438 (evenings and weekends)



John Hamilton Associates
management & recruitment consultants

SPICERS

MARKETING MANAGER

CAMBRIDGE £25,000 + Bonus + Car

The name of Spicers is synonymous with excellence in the manufacture of converted paper products, envelopes, books and pads. Recent developments have highlighted the need for a dedicated Marketing Manager. The brief is twofold: to add value to the portfolio of brands and to raise the profile of the company using all elements of the marketing mix.

You will be aged 30-35 with a degree-level education and at least 5 years product and people management experience in a large manufacturing company environment. Adept at controlling budgets and agencies, you will also have excellent analytical and presentation skills. P.C. literacy is highly desirable, together with business ability in French, as you will also be responsible for marketing within a wholly owned subsidiary in France. 'Ivory Tower' marketing purists should look elsewhere - whilst the challenge will certainly stretch you intellectually, it should be combined with a practical no-nonsense approach. A direct reporting line to the Sales and Marketing Director indicates the level of responsibility involved.

So, if your career progression is stationary we should be talking stationery. Call Jim Norris on 071 724 0211 (24 hours) for an informal exchange of information. Alternatively, send/fax your CV with current salary details and a daytime contact number to Spectrum Marketing Recruitment, Capital House, 20-22 Craven Road, London W2 3PX. Our fax number is 071 724 9332. Please quote reference JN3515.

SPECTRUM
SPECIALIST MARKETING RECRUITMENT

BMW SALES MANAGER O.T.E. £40K + 7' SERIES

MOTOR TRADE EXPERIENCE NOT REQUIRED

We are looking for a professional business person aged thirty-something, who will take full responsibility for the transformation of our new car sales division from its present, very sound base, to the number one spot in the UK.

Our ideal candidate must be able to demonstrate a proven and relevant track record, with obvious emphasis on pro active selling, marketing and leading by example.

We are a strong, privately owned company, with outstanding facilities, a prime sales territory, and a long and successful relationship with BMW. Prospects for the successful applicant are exceptional.

Applications in writing to the MD.

Syner

165 Huntingdon Street, Nottingham, NG1 3NH.

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OF THIS PAGE.

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Successful applicants are required to maintain our high standards of customer care, professionalism and ethical conduct.

Barclays Life is an equal opportunities employer. 99% of our staff are women.

PRODUCTION MANAGER

c.27k plus benefits Rural South Wales

The rapidly growing UK subsidiary of a major international group requires an experienced production manager to spearhead the next phase of an ambitious expansion programme. The company presently employs 50 people manufacturing a range of sheet metal products at a new purpose built facility.

The ideal candidate is likely to be a graduate engineer with at least 5 years experience in a similar environment. The emphasis will be upon the volume manufacture of a high quality product using the latest machinery and production techniques. Experience of the operation of a paint facility would be an added advantage.

The position offers an excellent career opportunity for a professional engineer with a "Hands on" approach to improve efficiency and to develop and guide the manufacturing operation to becoming a major player in the European market.

Please forward a comprehensive C.V. to: Box Number 7404.

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By working together we have total commitment in helping you to find the right job.

Our methods lead to hundreds of opportunities at senior level across a wide range of services and industries. £40K++.

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Management Career Consultants,
41 Turner Hill,
London EC3N 4HA

A member of the
Hamshire Group.

Head Of Sales & Marketing

Moscow,

Desktop Technology

c £50,000 Gross,
Plus Benefits

Hoggett Bowers

BIRMINGHAM, BRISTOL, CAMBRIDGE, CARDIFF, EDINBURGH, LEEDS, LONDON, MANCHESTER, NEWCASTLE, WINDSOR and representation throughout EUROPE

This joint venture between a prominent UK multinational and a Moscow state authority has enjoyed tremendous success - a record which will be enhanced by impressive expansion plans. The position will be based in Moscow and offers an exciting opportunity to be part of the changing face of Russia.

Reporting to the Managing Director you will develop a professional marketing arm; train and motivate a small sales team; recruit and service a select number of product distributors; and introduce effective commercial procedures. In total you will head up a team of about 15 people - mainly Russians.

Aged 25-45 you will have extensive experience in sales or marketing of desktop technology - direct to end users as well as via distributors. You will have a successful sales record backed by team building experience and a thorough familiarity with the drafting of commercial agreements/conditions of sale.

Experience of Eastern Europe is preferred but fluency in Russian - both oral and written - is absolutely essential.

Furnished accommodation will be provided (single or family) with company car, pension, private health facilities and regular visits home.

Male or female candidates should submit in confidence a comprehensive cv. to: I. Morrison, Hoggett Bowers plc, St. James's Court, 30 Brown Street, MANCHESTER, M2 2JF. 061-832 3500. Fax: 061-834 8577, quoting Ref: M19100/ST.

DEALERSHIP DEVELOPMENT An accounting and business consultancy role

c£27K plus company car, second car option & other benefits - SW England base



Toyota (GB) Limited is the sole importer and distributor of Toyota cars and light commercial vehicles in the UK. The coming on stream of Toyota's new UK manufacturing plant will herald a period of rapid and significant growth in both sales volume and our dealer network. As a result of internal promotion, we are looking for an additional experienced business or accounting professional to help develop the success of dealerships in the South West of the country.

In a uniquely varied role you will be responsible for developing dealer awareness of a Business Management Programme geared to maximising efficiency and profitability in all areas of the operation. This sophisticated programme offers dealers the support and guidance to maintain strengths and tackle weaknesses - your challenge will be to ensure that it continues to be enthusiastically received, fully understood and successfully implemented.

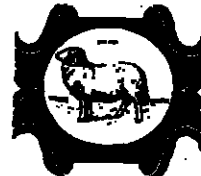
You will also be responsible for using computer models to produce business plans to meet new and expanding franchise needs, and for making positive recommendations on staffing and training. As you will play a key role in the appointment of new dealers, the ability to liaise effectively with principals, their managers and financial advisors is essential.

Such a varied and active brief demands the confidence and commitment which comes from a successful career in a franchise based operation - ideally the motor trade. An extensive management track record in the financial operation and accounting function of a dealership or related business is essential, along with the ability to fully analyse company accounts. Professional and self-motivated, you must be a proven problem solver with a persuasive, logical yet flexible approach.

In addition to first-class career prospects, an excellent benefits package includes a car, second car option, non-contributory pension scheme, BUPA and relocation assistance where appropriate. Please send a full cv to Alan D Spillman, Director, Ref:456, Associates in Advertising, 5 St John's Lane, London EC1M 4BH.

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TOYOTA (GB) Ltd is an Equal Opportunity Employer

YOUNG & CO'S BREWERY PLC



**ASSISTANT
COMPANY
SECRETARY**

S.W. London
TO £27,500
+ Bonus
+ Car

Young's is a leading independent Brewer based in Wandsworth, SW18, with some 180 pubs, wine bars/restaurants and hotels mainly in the London area. It is a long established, successful and committed expansion.

Internal reorganisation has created an opportunity for a versatile, experienced administration professional, a qualified ACIS aged 26-36, ideally with experience of the brewing industry. Reporting to the Company Secretary (a main Board Director) you will assist him in a wide range of matters including dealing with the Stock Exchange, share registration, general insurance, property management, pensions administration, personnel management, preparation of budgets, dealing with office services, organising AGM's and staff functions. An up-to-date knowledge of Company Law, Yellow Book requirements and employment law is necessary, as is computer literacy.

Applicants should contact the Company's retained adviser, Arthur Flitter at the address below.

**BEAUMONT
MANAGEMENT
SERVICES**

Beaumont Management Services Ltd
Beaumont House
Station Road
STAINES, Middx TW18 4LA
Telephone: (0754) 462111 (8 lines)
Facsimile: (0754) 464643

European Sales & Marketing Director

An international success-story needs you to shape the next chapter
£50,000 package + car + benefits
Cambridgeshire

As a recognised brand-leader, our client manufactures and markets a comprehensive range of electronic instruments to niche markets throughout Europe, Asia and the USA. Well funded and highly profitable, the company is currently reorganising in order to implement ambitious plans for further expansion.

Reporting to the Managing Director, your brief will centre on defining and implementing an effective sales and marketing strategy for Europe and Asia - drawing the maximum potential from the broad portfolio of modern marketing tools at your disposal. At a hands-on level, your role will also encompass the management and motivation of a direct and indirect sales force comprising agents and distributors.

Since your achievements will play a major part in determining the future success of the company, it is vital that you combine clear strategic vision with a practical ability to get things done. Your sales management experience - ideally gained selling instruments or low value capital goods into industry - should include previous exposure to export markets and cost centre management. A second European language would also be a definite advantage.

Candidates should write with career details, in complete confidence, to: Terry Toms at Executive Network Consultants Ltd., 125 High Holborn, London WC1V 6BA. Fax: 071-430 2587.

**Executive
NETWORK**

PROJECT PLANNING MANAGER - POWER GENERATION

German Base

Extensive Travel Circa £40k plus excellent package
A total commitment to quality and performance has ensured that the German subsidiary of the World's leading energy engineering group continues to play a dominant role in this fiercely competitive market place.

To maintain its position at a time of significant growth and new product development the company wishes to employ a Planning professional. In this high profile role in which your actions and achievements will be clearly visible, you will be responsible for the planning and co-ordination of a broad range of turnkey projects from design through production to completion.

Educated to degree/HND level, the successful candidate will be able to demonstrate an excellent track record in the power generation field and at least 10 years experience in project scheduling. Coupled with computer literacy, a commanding presence and first class communication skills must be accompanied with the energy and drive to deliver results.

This is a demanding, challenging and rewarding role in a world-leading organisation offering an excellent opportunity for personal progression and advancement. A relocation package is available where required.

Interested candidates should submit a comprehensive career resume quoting Reference 22320/ST. The confidentiality of all approaches is strictly guaranteed.

Varley Walker & Partners
St James House, 17 Horsefair, Birmingham B1 1DB.
Tel: 021 622 1133 Fax: 021 666 6955

Varley-Walker
Human Resource Consultants

LONDON · BIRMINGHAM · NEWCASTLE · MANCHESTER · GENEVA

MANAGING DIRECTOR

MANUFACTURING

Rural South West England

Our Client is the UK subsidiary of a diverse US industrial Group. Their business is the manufacture and distribution of machine tool components within a worldwide market of which they have established a significant share. They now wish to appoint a new Managing Director to spearhead the next key phase in their development.

Principal responsibilities will include the analysis and reorganisation of the present production process, including the introduction of statistical process control and inventory management techniques. The further development of an impressive client base in the UK and Europe, plus the re-direction and motivation of a skilled labour force will also be major priorities.

The successful candidate will be an experienced Production Manager, ideally from a technical engineering background. Previous experience of supplying a high tech client base would be an advantage but is not essential. Personal attributes will include the drive and enthusiasm to initiate and implement the changes necessary to maximise the effectiveness of both management and production staff.

In return, our Client offers an attractive remuneration package and excellent prospects for future development.

Interested candidates should contact Charles Macleod or Jeff Groat at Robert Half, Freeport, Walter House, 418 The Strand, London WC2R 0BR. Telephone: 071-836 3545, or evenings on 081-946 9078. Alternatively, fax your details on 071-836 4942.

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+ Relocation
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**ROBERT
HALF**
THE HUMAN FACTOR

SECTION MANAGER BRIGHTON

Starting Salary £20,000 - £25,000

The Legal Aid Board exists to ensure that no one is denied legal advice, assistance and representation, simply for lack of means. Major changes are taking place at the Board to improve the quality of service we provide. As part of that process our office in Brighton is looking for a high calibre individual to lead and motivate a small section of people who are responsible for making decisions on the provision of Legal Aid.

As Legal Section Manager this will involve you in day to day allocation of work, measurement of performance against nationally set targets and managing staff development and recruitment. In the wider context you will be required to identify and implement improvements in productivity and procedures in conjunction with a Management Team of five.

You will demonstrate proven managerial and communication skills. A will to succeed in driving improvements and systems which focus on customers and their needs, together with planning and organisational abilities, is essential.

You will demonstrate the ability to initiate and drive change at an operational level. In particular you will show how by working with and through others you have achieved your objectives. This is a hands-on role demanding the ability to lead and develop a team to meet the high standards expected. Strong powers of analysis and communication are essential as is a confident and resilient approach in dealing with people at all levels.

Ideally you should be qualified to degree level and looking to progress your career in a service environment committed to total quality. A knowledge of the law is desirable but not essential.

If you are interested in taking up this challenge please send a CV with a covering letter demonstrating your personal achievement to Personnel & Training Department, Legal Aid Board, Greencroft House, 12 Roger Street, London WC1N 2JL quoting reference LAB/14. Applications to be received by 28th February 1992.



If your personal skillset comprises in-depth knowledge of PC software and LANs plus the personality to launch and direct a user support group, a multi-national market leader in technology would like to hear from you.

Information Centre Controller

Negotiable package includes excellent salary, car, family healthcare, flexible range of big company benefits and generous relocation expenses.

We seek an IT professional who, together with a small team, will spearhead the establishment of an Information Centre to provide a help service on all information systems-related problems.

Future prospects are assured for a good communicator, skilled in networking design and possibly mainframe disciplines, who will flourish in one of the most challenging and exciting roles currently available within the systems environment.

LOCATION: Southern Home Counties

Applicants are invited to send their CV to John Medlock at Medlock Associates Limited, Imperial House, 21-25 North Street, Bromley, Kent BR1 1SD. Tel: 081-460 7163, Fax: 081-464 1034.

MEDLOCK ASSOCIATES
COMPLETE RECRUITMENT

OUTSTANDING RETAIL OPPORTUNITIES

Our client operates a successful high street retail business and is now expanding aggressively. Opening in key towns nationwide we are seeking exceptional people who are ambitious, motivated, flexible and who thrive on pressure. Only energetic individuals who are natural leaders and rise to a challenge should apply.

RETAIL OPERATIONS MANAGER

London/Midlands Excellent Salary + Bens

High calibre Area Manager/Reg. Controller is required to be responsible for the profitability of a £40 million turnover Division. Reporting to the Retail Operations Controller, your team consists of Area Managers, Personnel/Training Officers, Stores Development and Business Support Officers/Specialist Project Teams. Excellent interpersonal skills are necessary to lead this national operation.

AREA SALES MANAGERS

Regions to £27 500 + Car + Bonus

We are recruiting five Area Managers whose prime responsibility is the achievement of sales and profit targets throughout the 10-15 Branches reporting to them. We require two years experience in Area Management coupled with a strong personality and good people skills, which will be crucial to the rationalization of Stores and the development of new ones.

RETAIL MANAGERS/DEPARTMENTAL MANAGERS

£11 000 to £25 000+ Bonus

The new stores require intelligent Managers with high energy levels and proven track record. You will be aged 22 - 35 years with managerial experience in a high turnover retail concern, preferably electrical. Excellent promotion prospects.

PROMOTION AND ADVERTISING MANAGER

London £20 000 + Car + Bonus

Directly responsible for £3 million nationwide spend, your job will be to brief, control and monitor all advertising, in-store promotions and point of sale material. Liaising with the external Promotions/Advertising Agencies we need a strong communicator and capable co-ordinator. Aged mid twenties a background in Publicity or Promotions is essential.

PRODUCT MANAGERS AND TRAINEE PROD MANAGER

London to £18 000 + Bonus

Seeking three Product Managers and one Trainee, to work with the Buying teams to generate required sales volumes in the specific product groups. Added to this is the development of marketing propositions for products and the creation/maintenance of accurate sales forecasts. Also involved is the advertising and promotions of the optimum product ranges. Experience required is at least 2 years in Product Management or you may be an exceptional and numerate retail Manager with Marketing flair.

TRAINING OFFICERS

Regions £16 000 + Car

The need to train and develop new and existing staff is essential to the success of the business. You will provide induction and follow up in-store training, to develop individuals to their full potential. You will have two years experience in a similar role, be mobile, and able to work demanding hours as part of the retail team.

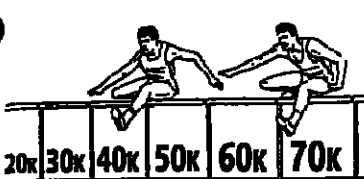
To apply for these appointments send your

Curriculum Vitae to

H.R.E.

35 St. James's Avenue, Hampton Hill, Middlesex, TW12 1HH.

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We are a team of career professionals who care about your future, whether you are employed or not. Finding the right job is all about confidence, aptitude and contacts. Our expertise is comprehensive and individually tailored to meet your needs, goals and the right position - usually within the unadvertised market.

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Sunday 0831 331721 - Office Hours 071 636 3439

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51 Alphege House, Fore Street, London EC2Y 5DA

FREELANCE PC TRAINERS

A leading national PC Training company is seeking to recruit a number of Freelance Trainers to assist its permanent team to address the growing and diversifying demands for its training services throughout the UK.

Applicants should be experienced trainers with a proven track record of high quality training and be able to offer courses in a range of PC applications and related skills.

A number of contracts will be available offering a minimum number of training days per year for suitably qualified applicants.

Applicants should apply in writing, enclosing a full CV and list of courses offered, to the Personnel Manager, Box No 7380, London



THE SUNDAY TIMES

ADVERTISEMENT SALES EXECUTIVES

We have a few vacancies for keen and talented display sales executives. Experience in selling is desirable but not essential. You must possess the qualities and initiative required to conduct business at a senior level. Of graduate quality, you should have a strong business awareness, well developed communication skills and a desire to succeed.

If you are aged under 30, reside in London and consider that you have the necessary qualifications and the ability to sell advertising space in The Sunday Times, please write, in total confidence, enclosing your CV to:

C. R. P. Berry, Commercial Director,
The Sunday Times,
1 Virginia Street, LONDON E1 9XT.

LOGISTICS MANAGER

READING

COMPETITIVE SALARY
CAR + BENEFITS

We are the European Headquarters of a US Hi-tech company responsible for operations in 5 countries. Micropolis manufactures in Singapore high performance disk drives and markets these drives to original equipment manufacturers and distributors. Micropolis uses a third party logistics company to operate a European Distribution Centre in Holland and key to the company's development in Europe is the expansion of this centre for customer service and product distribution.

Reporting to the Operations Manager, Europe, we are looking for a Logistics Manager to be responsible for:

- the control of all product shipments to and within Europe
- maximising product shipping performance and cost effectiveness
- monitoring vendor performance
- assist in the implementation of advanced logistical concepts to provide added value services to our products

This is a new position which is fundamental to achieving our commercial objectives.

The candidate should be a graduate and/or professionally qualified, with widely based logistical and distribution skills, a strong negotiator with proven experience in dealing with European freight forwarders.

In addition to a competitive salary we offer a comprehensive benefits package including company car.

If you are interested, please send your full CV to Rosemary Kerry at Micropolis Corporation, Acree Road, Reading, RG2 0SU.

MICROPOLIS

MANAGING DIRECTOR European Market

The successful candidate will oversee the direction of all European business activities. Responsibilities will encompass total company management of profit and loss, strategic planning, marketing and distribution.

This position requires a high-energy Director with broad experience at the helm of a multi-national corporation. Along with an understanding of European business cultures and a sound working knowledge of French and German, the ideal candidate will have proven ability to successfully lead a business forward.

MANAGER Sales & Marketing

The successful individual will oversee the sales and marketing function and seek new market opportunities in Europe. This entails monitoring competitors' activities, evaluating pricing strategy, and coordinating the activities of all related personnel to ensure new business success.

The ability to discern viable new markets and cultivate long-standing business relationships is essential. The ideal candidate will be a graduate in a related discipline, have at least 5 years experience in a competitive sales and marketing environment, and be fluent in French and German. A high degree of motivation and extensive knowledge of European markets will be needed for this challenging and rewarding post.

Chemdal offers salaries commensurate with experience, company car and extensive benefits. If you match this criteria, please send a comprehensive CV to the: Managing Director, Chemdal Limited, East Street, Rickenhead, Merseyside L41 1FG.

CHEMDAL LTD.

LEAD THE HR CONTRIBUTION TO A RETAIL REVOLUTION

Personnel Manager / to £35,000 + car + benefits

One of Britain's biggest and most profitable retailers is looking for an influential personnel professional capable of playing a lead role in taking the business forward through the '90s.

Your objective will be to provide a full personnel service to a fast-expanding, front-line operating division carrying the main thrust of the company's development strategy throughout the UK. As well as concentrating on practical issues such as recruitment, development and employee relations, you will be instrumental in effecting a subtle shift towards an informal yet highly customer-oriented corporate culture. You will achieve this both by contributing as an integral member of the business management team, and by motivating a number of dedicated personnel and training professionals.

To succeed in this high-profile role, you must be able to demonstrate a proven record of generalist HR management achievement gained in a progressive, blue-chip service

environment. Energetic, degree/professionally qualified and highly mobile, you will have the initiative and ideas to challenge the status quo effectively, as well as the vision to help the business secure its longer-term goals. Not least, you will maintain a shrewd awareness of personnel's contribution to the bottom line.

The highly competitive remuneration package will include assistance with relocation to the accessible and attractive southern location if appropriate. Prospects of career advancement – within the business and the wider group – are very good.

Please send your full cv to Media System, Garden House, Cloisters Business Centre, 8 Battersea Park Road, London SW8 4BG, quoting ref: 1999/ST on the envelope. Your application will be forwarded directly to our client, unless marked "security check" and noting separately any companies to which it should not be sent.



MEDIA SYSTEM

TOP MARKETING PROFESSIONAL

c £50,000 + benefits + car

The Yorkshire is one of the UK's leading building societies with assets exceeding £4 billion and a national network of branches, agencies and financial advice centres. As a major force in the increasingly diverse financial services sector it is continually reviewing and developing strategic initiatives that will maintain competitiveness and profitability.

The Society now wishes to appoint an experienced marketing professional to concentrate on customer acquisition and customer development through the branch network and by direct marketing.

A blue chip marketer with a sustained achievement record in the financial services sector, you must be able

to demonstrate you have significantly influenced profits and market share.

Innovative strategist who can make things happen

Your energy, expertise, flair and leadership are the prime attributes that will enable you to develop successfully this initiative and make a major contribution to continuing profitable growth and market penetration.

High calibre candidates should write with c.v. and salary details to: Mr G E Yates, BA FIPM, Assistant General Manager -

Human Resources, Yorkshire Building Society, Yorkshire House, Westgate, Bradford BD1 2AU.

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INTEREXEC PLC - means much more

WMI Waste Management International Human Resource Professionals

£35-45,000 Packages

London

Waste Management Inc is one of the world's largest environmental services companies employing 60,000 staff and generating \$7.5 billion in revenues. Waste Management International operates in over 14 countries providing domestic and industrial waste services, recycling and energy recovery systems. The company's operations, in the UK, Europe, South America, Australia and Asia are rapidly expanding and it now seeks to strengthen its well established HR function in two main areas within the UK.

HR Manager

(International)

Up to £45,000 plus benefits

The appointee will assist the Director of Human Resources to create a total international HR programme. The role demands a mature, self-motivated, articulate individual with good communications skills. Emphasis is placed on overall HR knowledge and good interactive abilities. A knowledge of other languages is desirable.

(Reference No. 5399/A)

HR Manager

(Waste Management (UK) Ltd)

Up to £40,000 plus benefits

This company, with 650 employees operating in 32 sites, has recently been acquired by WMI. A hands-on generalist is sought who possesses an ability to introduce and implement change. A sound knowledge of HR systems, UK employment law and industrial relations is required as responsibilities will encompass all aspects of personnel management including union negotiations.

(Reference No. 5399/B)

Candidates for both positions should be experienced HR generalists, well versed in current HR theory and practice who have the ability to grow with the company. A background in industry, chemicals or transportation would be an advantage.

CVs, to include current salary details, should be sent by Friday, 28 February, to Ann Lawrence, K/F Associates, Pepps House, 12 Buckingham Street, London WC2N 6DF. Please quote the appropriate reference number given above.

K/F ASSOCIATES
Search & Selection
A DIVISION OF KPMG PERRY INTERNATIONAL

SENIOR SALES MANAGER OE Automotive Components

North West

circa £30,000

Reporting to the Managing Director of this leading north-west based manufacturer of OE components, your role will be to ensure that the Company's image, performance and profitability is maintained and enhanced with its few but very important customers.

You must be aware of developments in the motor industry and be able to communicate effectively within the Company to guarantee a prompt and impressive response to opportunities so presented. The Company is committed to Total Quality Management and you will have a clear understanding of the implications of this way of life within the supplier and the customer.

Already known within the industry, you will have the stature to represent the Company at the most senior levels and the leadership qualities to motivate a small but dedicated sales and estimating team.

You can expect a good basic salary, bonus, quality car and other big company benefits. Please write quoting Reference HC 146 with full details to David Clarke, Hogg Clarke International, 44 Holly Walk, Leamington Spa, CV32 4HY.

HOGG CLARKE INTERNATIONAL
HUMAN RESOURCE CONSULTANTS

UNITED KINGDOM • FRANCE • GERMANY • SPAIN

Multi-billion dollar retailer seeks aggressive, take-charge CEO to lead our worldwide expansion. We are the U.S. market leader in our industry and are now in a position to expand internationally.

The selected individual will be a seasoned executive and oversee all operations of our retail outlets. To qualify, the candidate must have a proven record of success in running a retail business and experience in international markets.

We offer a world-class compensation and benefits package and an opportunity to join one of the most dynamic and fastest growing companies in the U.S.A. For consideration, please send your resume to:

Box # 7334

Equal Opportunity Employer

Company Human Resources Manager

West of England

c.£35,000 + car

A European market leader, this profitable company employs some 400 people in the marketing and support of state-of-the-art equipment and systems to major customers in the UK and overseas.

Following a reappraisal of the HR function, this new post has been created to develop the quality of human resources within the company, and to facilitate the adoption of a more commercially-oriented business culture.

Managing a small specialist team, the successful candidate will be directly responsible to the MD for defining the parameters of the role and consolidating the standing of the HR function within the business. Whilst

much of the groundwork for an efficient personnel service is already in place, the opportunity exists to contribute to the development of HR policy and procedures across a broad front. In particular, recruitment, selection and development methods will need to be reviewed as a priority; the post will also be responsible for managing a significant budget.

Probably aged 35+, candidates should be graduates (preferably IPM qualified) who can demonstrate good all-round personnel management experience in a highly professional technology-driven or service environment. They must be able to combine clear strategic vision with proven hands-on operational

skills, and must have the personal stature to gain swift credibility at board level. An ability to communicate in German, whilst not a requirement, would be a useful advantage.

The post is based at an attractive and accessible location convenient for M5 and A40. The salary is backed by a competitive range of benefits including relocation assistance if appropriate.

Please write with full cv to David Moir at PERSONA (the consultancy advising on this appointment), 22 Chiswick High Road, London W4 1TE.

PERSONA

HUMAN RESOURCE MANAGER

LONDON

c £ 45,000

An international financial services company employing 3,000 people worldwide is seeking to recruit a Group Human Resource Manager. The immediate priority of this new and challenging role is to design and implement sound human resource policies to support the UK operation.

You will need to accurately assess business needs and propose practical solutions to gain the support and commitment of your executive colleagues. Your personality, leadership skills and professionalism will be vital to the successful implementation of the new policies.

In your mid thirties, educated to degree level with the IPM qualification, you will have gained your management and personnel experience in a blue chip company. You will have held a lead position in an operating unit and be totally conversant with all aspects of human resource management. With your excellent record of achievement you will now be looking to head up your own department and be a member of the executive team.

This new position offers a significant career opportunity where commitment and ability will be recognised. If you are ready for this exciting management challenge working for a forward looking international company, please write enclosing your C.V. to: John Hannyman, TurningPoint, Willow Hatch, Old Rectory Lane, East Horsley, Surrey, KT24 6QH.

TurningPoint
Organisational & People Development

Are you at the crossroads of your career?

If, like many executives, you've reached a watershed in your career and you are perhaps unsure of which way to turn, you should contact us.

At Chusid Lander our specialist career consultants have been providing personally tailored career management programmes for over forty years. We are experts in helping people earning £20K and over to recognise and act on the wealth of opportunities that exist – even in these times.

If redundancy looms, or you are disillusioned or unemployed, we can show you the way to a more fulfilling, more rewarding future. And we can prove it.

Call us today to arrange an early appointment with no obligation or send your CV.

Our lines are open 24hrs.

We abide by the IPM Code of Conduct

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SOUTH WEST 0204 651730 YORKSHIRE 0532 426162
WEST MIDLANDS 0522 68886 GLASGOW 041-332 1592
LEICESTER 0533 636211 EDINBURGH 011-492 8380

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35/37 Fitzroy Street, London W1P 5AF

MERCHANDISERS

Central London Fashion Retail Competitive Salary

Our client is one of the most progressive retail multiple chain stores in the UK. They are currently seeking to strengthen their merchandising teams with the appointment of additional Merchandisers.

Reporting to a Divisional Manager, you will be responsible for a multi-million pound turnover, focusing on high quality volume fashion merchandise. Probably aged between 25 - 35 years, you will be equipped with results orientated management skills and be committed to achieving the best performance from your supporting team.

This role will demand a thorough knowledge of range planning and forecasting with the ability to use merchandising and replenishment systems to effect a quick and flexible response to sales trends.

Your background must include fashion merchandising experience in preferably ladies or menswear. The environment is both challenging and fast moving, requiring candidates with pace, enthusiasm and the drive to develop their careers into senior management, in order to guarantee our clients continuing success in this competitive market.

To apply in confidence, please send your Curriculum Vitae to our Buying and Merchandising Division at Talisman Retail, Dorland House, 14-16 Regent Street, London SW1Y 4PH. Alternatively telephone on 071 925 0848 (during office hours) quoting Ref: ST 0992.



TALISMAN

Retail

DORLAND HOUSE, 14-16 REGENT STREET, LONDON SW1Y 4PH

EXECUTIVE OPPORTUNITIES

KEPNER
TREGOE

In response to our clients' needs in the '90s, we require bright enthusiastic people to service them and support our future growth plans.

Analysing and diagnosing an organisation's potential. Assisting top management create and implement a strategic vision. Creating and installing systems for enhanced performance. Facilitating operations improvements in quality, cost management and productivity. Providing training and development for all levels to support the changes our clients seek to promote. This is the business which Kepner-Tregoe has built world-wide since 1958. By researching, creating and transferring rational management processes, we have been able to meet an increasing number of clients' needs. It is this which gives us our claim to be "A Different Kind of Consulting Company".

BUSINESS DEVELOPMENT

You have considerable experience in selling professional services at senior management level. You are pro-active in your approach to selling the results clients can expect from solutions to the business issues. You have high interpersonal skills and the ability to use them in the selling process.

SYSTEMS IMPROVEMENT

You have experience of service and/or manufacturing based industries. Probably, you are already in management consulting. You have in-depth knowledge of operations master scheduling and management control systems. You can design systems improvements and gain total client commitment to their installation and use. You are sensitive to client relationships, a leader yet also able to control tight project deadlines.

SKILL DEVELOPMENT

You have experience of management, staff and train the trainer training, in process skills rather than content expertise. You enjoy the challenge of helping people to learn new skills. You are a superb presenter, coach and facilitator. You create the relationship between skill development and change management.

All the above positions offer considerable scope for advancement in a respected and world renowned consulting company. They carry a salary and benefits package in line with your responsibilities.

Please write or phone for an application form stating the position for which you are applying. Do not at this stage send a c.v. The cut-off date for receiving application forms is 9th March 1992.

BENTLEY HOUSE
13-15 VICTORIA STREET
WINDSOR
BERKS SL4 1HB

Telephone 0753 856716
Fax 0753 854929

A DIFFERENT KIND OF
CONSULTING COMPANY

Peterborough Hospitals Unit

Chief Executive
Designate

Flexible reward package c£42k - £52k+

Peterborough Hospitals Unit is a two site unit providing all major acute specialities. The unit provides 863 beds, employs 2100 staff and has contract income of c£65 million.

A Third-wave Trust application is being actively pursued and a Chief Executive Designate is sought who will:

- have a proven track record of achievement in managing a large and complex organisation
- have qualities of leadership and the necessary strategic vision to manage the changes ahead
- be pro active in the pursuit of high quality, cost effective health care

Informal enquiries are welcomed by Alan Burns, District General Manager on 0733 51461 ext 41. Application pack available from: Personnel Department, Town House, Gloucester Centre, Orton Longueville, Peterborough PE2 0JU Tel 0733 232321 ext 261

URGENTLY NEEDED

A New Professional Practice based in Riyadh has vacancy for the following.

MANAGING DIRECTOR

Chartered Architect with vast experience in Design, Research, Project Management with computer knowledge.

The candidate must have the experience to perform the following duties.

- Line management such as, development of business plans, development of office procedures and manuals, responsible for line management staff.
- Developing and implementing project management techniques.
- Project start-up, planning, scheduling, monitoring and controlling.
- Managing project team.
- Developing and implementing management system such as scheduling, cost estimating and Quality Assurance.

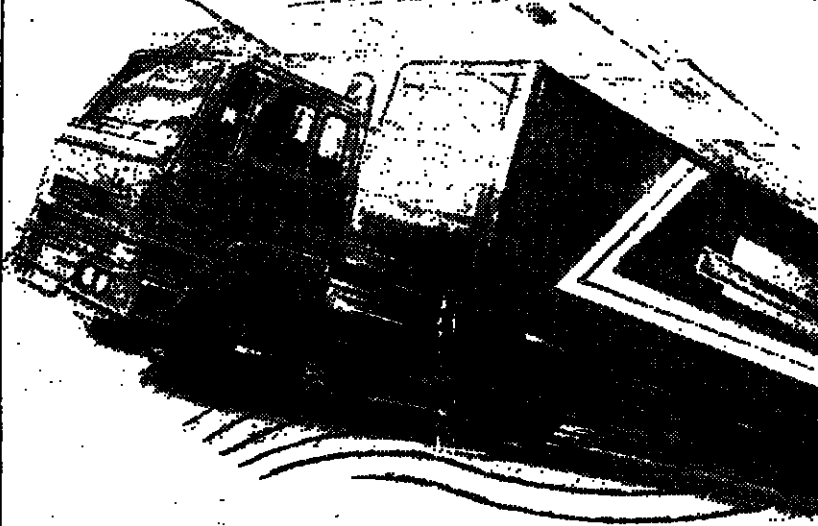
The position offers challenging job with attractive salary and benefits. Candidates interested are requested to send their C.V's within two weeks from the date of this advertisement to the following address.

THE GENERAL MANAGER
P.O.Box 94535, Riyadh 11614
Fax. 4881420, Kingdom of Saudi Arabia
(All applications will be handled confidentially)



Senior Consultant – Marketing and Sales

London
£32,000 + car
+ benefits



The Royal Mail has recently set up the Consultancy Services Group to provide project management expertise and other consultancy services to internal customers as well as to exploit external business potential. An exciting opportunity currently exists for an experienced Senior Consultant to operate within this new and innovative environment.

Reporting to the Principal Consultant, you will be working as part of the specialist Marketing and Sales team, providing high level expertise on a variety of assignments. Your brief will be to deliver a full range of project management services, ensuring the cost effective development and integration of any new products. The ability to motivate staff and see projects through to successful conclusion is central to the success of this role.

Ideally from a large company background, applicants will have at least 5 years' relevant marketing experience and extensive project management skills. In addition, you should be educated to degree level and possess a professional marketing qualification. Astute business acumen combined with excellent communication and interpersonal skills are essential in this high profile position. The role demands a committed and enthusiastic individual to help Royal Mail meet the challenges in an increasingly competitive market-place. Your ability to succeed will be rewarded with an excellent remuneration and benefits package as well as outstanding career prospects.

To apply, please send a detailed CV with work/home telephone numbers, quoting Ref: 02/323, to our recruitment consultants,

L.J. Associates,
12 Celbridge Mews,
Porchester Road,
London W2 6EU.
071-243 1888.

KUWAIT OIL
COMPANY (K.S.C.)
PROJECT
LEADER

Kuwait Oil Company (K.S.C.) is seeking a candidate for the above position within its operation in Kuwait, located in the town of Ahmedi in Kuwait.

Suitable candidates must have a University Degree in Mathematical disciplines, Industrial Engineering or equivalent with 7 years experience in operational research and Management.

The successful candidate will be required to perform a variety of analytical activities and will be engaged in the preparation of operational research, systems analysis, the revision of the Company Standing Systems and the design of Computerised Management Information Systems with the responsibility of planning and implementation of such system.

The ability to work in the Gulf environment and particularly during the Reconstruction of the State of Kuwait will be essential. Selected candidate will be offered a generous compensation package which will be commensurate with experience and qualifications.

For an application form, please write to:

Mr. Sam Dally, Kuwait Oil Company
25-28 Great Portland Street, London W1N 6AD
Tel: 071 436 1396, Fax: 071 436 4982.

HONG KONG
RUGBY FOOTBALL UNION
Chief Executive

The Hong Kong Rugby Football Union seeks an experienced manager for the newly created position of Chief Executive Officer. Reporting to the Chairman and working in conjunction with a board of Directors, the CEO will be responsible for the day to day operation of the Union. He or she, who will also be responsible for financial, administrative, marketing and operational, HR, or other, will also be responsible for the development of the Union's future.

Candidates should have a sound background in management with a detailed knowledge of the sport of Rugby Union, from both the playing and administrative standpoints.

The post will be offered on a fixed term contract renewable by mutual agreement. A competitive package including accommodation, medical benefits and all pensions, where appropriate, is on offer with salary based on previous experience. Hong Kong is a free port with no income tax on salaries.

To apply, send a full C.V. together with a recent photograph to The Secretary, Hong Kong Rugby Football Union, Block A, 14th Floor, Commerce Centre, North Point, Hong Kong. Tel: (852) 264 0725, Fax: (852) 267 3846 to arrive no later than 7th March.

Managing Director

BRITISH RAIL PROPERTY BOARD

The disciplines of estate management are property development, station trading & advertising: these continue to be the principal focus for the effective exploitation of property within all BR Businesses.

The Rail Businesses, as owners of their property, seek the highest level of professional service from the BR Property Board, which is enjoying rapid development as an internal client service organisation.

The management of change and the continuing development and improvement of professional services within a complex multi-discipline business require a proven track record of leadership and strategic thinking.

A professionally qualified surveyor, you should also have the credibility and interpersonal skill to deal at the highest levels within BR, with public bodies and in the property industry.

Your background should include 10 years' experience, ideally in a client service environment, and it is likely that you currently hold a senior appointment either in the private or public sector.

The negotiable remuneration package includes excellent benefits such as free rail travel and a car. Candidates currently earning less than £55,000 are unlikely to possess the experience and skills this post demands.

Applications in writing, which should be returned by 28th February, should be made to Hugh Jenkins, Director, Human Resource Development, British Railways Board, Euston House, 24 Eversholt Street, London NW1 1DZ.

British Rail - working towards equal opportunities.

GENERAL MANAGER
PARTS RETAIL DISTRIBUTION

OTE £40,000

PLUS EXECUTIVE CAR

Expanding and aggressive subsidiary of substantial PLC requires a professional, organised and entrepreneurial General Manager to be responsible for a sizeable retail parts distribution operation based in West London.

The ideal candidate will be around 35 years old and have a proven track record in retail distribution. It is unlikely that anyone earning less than £20,000 will be suitable for this position.

Applications in writing to Box No 7348

CAREER OPPORTUNITY

Facing redundancy or seeking a career change?

A critical time.

The Pathfinder Partnership can help you find the right personal direction. As career guidance specialists for directors and senior managers, we have the expertise to professionally market you with prominence given to the underwritten job market.

Call us for an informal exploratory discussion without obligation. Government subsidised loan scheme available to suitable applicants. Full details on request.

The Pathfinder Partnership

178-282 Great Portland Street, London W1N 6AJ
Tel: 071 631 8345, Fax: 071 634 5592.

Overseas House, 6 Brookstone Place, Bedford Road, High Wycombe, Bucks. HP12 5BW, Tel: 0494 452791, Fax: 0494 459543.

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WANTED

With Computerisation Caddes

4K experience, working on

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available good rates and 10%

shift premium for nights

Forward resume to

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Ill 60468

Tel: 0101 313 383 0820

Fax: 0101 313 383 1000

BANKING/COMPUTING

Our London-based Client is commencing a major new development

and urgently requires:

SYSTEMS PROJECT MANAGER

SYSTEMS CONSULTANTS

BUSINESS ANALYSTS

SYSTEMS ANALYSTS

SYSTEMS PLANNING SUPPORT MANAGER

For all the above, strong Banking & prof. experience in Treasury/Securities or International Private Banking req.

Contact Trevor Coles at COUVA

0202 474066 (Mon/Sat)

0432 619370 (Sun/Even)

The Courtenay, Stephen House,

23a Bargate, Christchurch, BH23 1QP

GENERAL APPOINTMENTS

COOK/MANAGERESS

REQUIRED - LONDON W10

Bright, lively personality; Age 25-35.
100 cover restaurant; freshly prepared, short, imaginative menu plus special events. Experience of purchasing, menu planning and stock control. Staff supervision. Previous quality restaurant experience preferred. Hrs 8am-5.30pm - Mon-Fri. 4 wks hol. Salary c.£15,500.

Tel: 0920 877117

FACING A CAREER MOVE?

MMI specialises in the most advanced Career Development services, providing cost-effective help to a fast and productive move.

Practical techniques include individual preparation for the recruitment market and sophisticated Job Search Programmes with personal introductions for unadvertised appointments.

For an initial consultation, free and without obligation, at our offices west of London, telephone: 0276-686327

MMI For Management On The Move.

JOB-SEEKERS GUIDES

Job Search Guide, the UK's quality manual for executives & professionals, now in its 10th year. The complete guide to all stages of effective job-seeking. Sept. 91 ed., 80pp, £11.95. Recruitment Guide pinpointing UK executive recruiters handling your needs. Nearly 600 detailed entries, including graduate & interim executive assignments. Amended to Dec 91. 8 indexes, 600pp, £21.50.

CEPEC Publications: product of 20 years practical daily experience helping executive/professional job-seekers.

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Tel (04 47) 071-6716 1620

Fax: 071-650 3110 (ACC/AMEX/VISA/CHEQUES)

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We are looking for hardworking individuals with flair and initiative to join a highly successful agency in the above sector. Terms ATAE.

Apply to Ref: NW

PLAZA ESTATES - 071-724 3100

THE QUALITY REGISTER

details hundreds of people who work in "Quality/TQM" and wish to relocate - within their quality through this new low cost method.

Call Tim Taylor (0440) 582113.

Quality Management Association, 142 Gower Street, London WC1E 6BT.

A NEW CAREER IN SALES

Three Trainee Executives required for established London consultancy. Overseas commission, phone incentives.

First year OTE c.£21,000. Age 25+.

Ring Jonathan Pail on 071-930 2360.

3 TRAINEE BROKERS

Age 25 plus required by leading City firm. Full training given. 0221 93.

Call 071 821 1691.

071-481 4481

GENERAL APPOINTMENTS

FAX 071-782 7828

CJA

RECRUITMENT CONSULTANTS GROUP

3 London Wall Buildings, London Wall, London EC2M 5PU
Tel: 071-588 3588 or 071-588 3576
Telex No. 887374 Fax No. 071-258 8501

Opportunity to join this leading bank, with excellent prospects for fast career development

**PERSONNEL & TRAINING OFFICER****£22,000-£25,000**

CITY

PROMINENT BRITISH MERCHANT BANK

+ BANK BENEFITS

Our client is developing their Training Department and the successful applicant for this new position will work closely with the Training Manager and assist in the training needs analysis, arrangement, administration and evaluation of courses, as well as being responsible for induction training etc. The other equally important responsibility is to act as Personnel Officer for a new Department in the Bank with c.50 staff. Applicants must be computer-literate graduates, aged 24-28, with a minimum of 3 years' experience in a financial institution. Ideally, with personnel experience but an understanding of banking is of greater importance than technical personnel skills and applications from candidates in the line will be welcomed. Initial remuneration is negotiable £22,000-£25,000 with a full benefits package, including mortgage subsidy. Applications in strict confidence under reference PTO4836/TT to the Managing Director: CJA.

CJA

RECRUITMENT CONSULTANTS GROUP

3 London Wall Buildings, London Wall, London EC2M 5PU
Tel: 071-588 3588 or 071-588 3576
Telex No. 887374 Fax No. 071-258 8501

A challenging appointment with opportunity to build a successful broking operation with substantial backing

**AIRCRAFT BROKER - COMMERCIAL AIRCRAFT**

SOUTHERN ENGLAND

£30,000-£36,000

INTERNATIONAL AIRCRAFT SALES ORGANISATION

This new appointment calls for candidates, aged 30-45, who will have acquired a minimum of 5 years in commercial air transport industries' sales and at least 2 years' successful broking experience. The successful candidate will be responsible for developing all aspects of the third party aircraft broking business both selling and purchase in the 30-130 seater range. The commercial ability to carve out a significant share of this competitive market utilising own contacts, the clients own database and internal broking knowledge is key to the success of this appointment. Salary package, including bonus, £30,000-£36,000 plus car. Contributory pension, life assurance and family BUPA. Applications in strict confidence under reference ABCA24189/TT will be forwarded to our client. If there are companies to whom you do not wish your application to be sent, these should be listed in a covering letter and the envelope marked for the attention of the Security Manager: CJA.

P**PERSONNEL MANAGER**

Baxter Healthcare Ltd. is the U.K. subsidiary of a U.S. multi-national with six decades of experience in providing quality products and services to hospitals and the medical profession.

Last year we dramatically re-organised the company to meet the new challenges presented by improved technologies, a world which increasingly acts and thinks globally, and the steady integration of the European community. We don't mind change, in fact we enjoy it; that's how we stay on the leading edge of developments.

This means that our people are very important; if you are on the leading edge you have to identify the best route across uncharted territory. We aim to recruit good people and develop them to the very top of their ability.

We want another Personnel Manager in the H R team to support our line managers, particularly in the sales and marketing businesses, in the successful management of their human resource.

The successful applicant will be graduate level, with good personnel experience and preferably experience in a non-personnel business activity. Past experience will be a spring-board for creative and innovative approaches to new challenges; we don't want to re-invent the wheel but invent the next successful techniques. Mental age will be between 30 and 40; chronological age could be (almost) anything.

If you think this sounds like your next job please send your CV to Mrs. June Dutton, Human Resource Director, Baxter Healthcare Ltd., Wallingford Road, Compton, Berkshire.

The compensation package will reflect your quality.

Baxter**Legal & Secretarial Executive**

£30,000 package

City

Bain Clarkson Limited is part of the Inchcape Group and a major force in International Insurance Broking and Financial Services.

With excellent trading results we are now concentrating on our major commitment to expansion both in the UK and Europe. The Company Secretary's Department will play an important role in these developments and this means that we now need an exceptional professional to add further support to the Group Company Secretary in the areas of acquisitions, legal advice, compliance and statutory work.

This is without doubt an exciting opportunity for an innovative graduate (preferably in law) who is either legally qualified or a Chartered Secretary. In your late 20s, you will be ambitious and seeking a role which will place heavy demands on your energy, intellect and professional skills. Your interpersonal skills in dealing with senior executives and external advisers will be first-class.

Please write in complete confidence with your CV and salary details to: Peter J Hargrave, Bain Clarkson Limited, Bain Clarkson House, 15 Minories, London EC3N 1NJ.



BAIN CLARKSON INTERNATIONAL INSURANCE BROKERS

RETAIL OPERATIONS MANAGER**£70,000 + EXCELLENT BENEFITS**

Due to major restructuring of a large group of stores, presently with a turnover of £500 million, this new appointment calls for a sharp mind, leadership talent and dedication. You'll have been trained in a multi-store environment with an understanding of service, fashionable clothes, accessories and housewares, staff training and profit. You'll be product lead, with brand awareness. To join this group, which has a vision for the 90's, call Helen Bannigan in strictest confidence on 071 286 2030 (rec cons).

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We are looking for hard working individuals with sales and initiative to join a highly successful real estate agency. VOGUE RENTALS 194 OLD BROMPTON ROAD SOUTH KENSINGTON LONDON SW8 5NS Tel: 071 373 8993

STERLING SALES NEGOTIATOR REQUIRED

by Estate Agents, Non-member sales initiative, self motivation and enthusiasm. Suitable Arch. Personal. Experience on advantage but not essential. Tel: 071-402 4000.

TOP PROFESSIONALS**JOB HUNTING?**

£60K+

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£30K

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We provide the most cost-effective and only RESULTS DRIVEN Job Hunter's Service designed to help Top Professionals secure the right job.

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Key individuals required to fill management vacancy in major group expanding in the U.K. and mainland Europe

New Year New Era New Challenge.

Call John Wyatt or Suzanne Delaney in confidence. 071 585 3752

ST. MONICA HOME Westbury-on-Trym, Bristol HOUSE GOVERNOR

Applications are invited for this post which falls vacant on the 1st November 1992. The Home is part of an independent registered charity providing sheltered accommodation and nursing for physically handicapped residents of both sexes and gifts and annuities to non-residents. The House Governor is responsible for the administration of the Home and acts as Chief Executive of the Council of the Charity.

Applicants should preferably be aged between 45 and 55. The salary will be in the region of £30,000 and the post is pensionable. For further particulars please apply not later than Monday, 16th March 1992 to

S.J.D. Awtry
Clerk to the Society of Merchant Venturers
30 Queen Charlotte Street
Bristol BS9 7QQ

Head of National Training & Development Unit

Probation Service Division, Home Office

£29,569 - £37,928

The Probation Service Division of the Home Office has responsibility for the administration and policy of the 55 area probation services in England and Wales which employ 14,000 people, of whom over a half are qualified probation staff and managers.

The Division is setting up a National Training and Development Unit to promote good practice and the efficient and effective use of resources in all aspects of the training and development of probation staff and students.

Your role as Head of this Unit will be to formulate and implement the unit's objectives, taking responsibility for all policy and guidance, the organisation of certain core training and the support of probation services in the development of

collaborative training arrangements between their areas and with other agencies.

You will report to the Head of the Probation Service Division and be responsible for a team of regionally-based training co-ordinators and centralised administrative support.

This is a high profile role, demanding senior managerial experience with a proven track record of policy development in a large organisation. A background in training/consultancy is essential. You must also be experienced in controlling budgets and in managing and motivating people.

The appointment, on secondment or limited period basis, will be for 3 years in the first instance, with the possibility of extension to a maximum of 5 years.

For an application form and further information, please contact Barbara James, Recruitment Section, Home Office, Room G01, Grenadier House, 99-105 Horseferry Road, London SW1P 2DD, tel. 071-217 0056.

If you would like to discuss this opportunity further, please telephone Hugh Marriage on 071-273 2816.

The closing date for receipt of completed applications is 6 March 1992.

The Home Office is an equal opportunities employer and welcomes applications from suitably qualified people irrespective of race, sex, disability or marital status.



Home Office

Economist**CONSUMER REPRESENTATION IN AIR TRANSPORT**

CENTRAL LONDON

The Air Transport Users Committee (AUC) is an independent group of frequent fliers from all parts of the United Kingdom. It represents the interests of both passengers and cargo shippers to Government, the Civil Aviation Authority, Committees of both Houses of Parliament and the Institutions of the European Community as well as to airlines and airport operators. The Committee is serviced by a small full time Secretariat. We now wish to recruit an Economist to monitor and to advise on developments in the airline industry both in the UK and abroad, with special reference to forthcoming legislation affecting the industry, changes in its structure, trends in demand, movements in costs and productivity and the provision of infrastructure.

Applicants should have a good Honours Degree and experience in the public sector or in industry. Knowledge of the airline industry would be an advantage but the overriding requirement is skill in presenting complex issues in clear and concise form.

Starting salary will be negotiable in the range £22,000 - £27,000. Additional benefits include a contributory index-linked pension scheme and generous annual leave. Assistance towards relocation may be considered.

Applications should be sent to: Mr John Parr, Director-General, Air Transport Users Committee, 2nd Floor, Kingsway House, 103 Kingsway, London WC2B 6DX. The AUC is an Equal Opportunities employer.

AUC**ENGINEERING APPOINTMENTS****Enterprise Oil**

Enterprise Oil plc is one of Britain's leading independent oil companies with a market capitalisation of around £2 billion. It has a considerable domestic and international portfolio including interests in sixteen oil producing fields, twelve active development projects and others which are rapidly moving into the development phase. Overseas offices are well established in Norway, Italy, Indonesia and Vietnam and the company has recently opened offices in Australia and Cambodia.

Enterprise is committed to maximising the development of its staff and constantly seeks to promote from within. However, recent reorganisation within the exploration department has resulted in the need to recruit several experienced geophysicists, while overseas expansion and the development of the Nelson Field have led to the requirement for an additional Senior Petrophysicist in the Petroleum Engineering Department.

Production Geophysicists

You will be a member of a team of geoscientists which is involved in reservoir mapping and field development planning. You should have a high technical ability in 3D interpretation on workstations, a sound understanding of seismic acquisition and be up-to-date with current processing techniques. Two positions are available. For the first, four to five years North Sea experience is expected, ideally with an operator. At a more senior level you will have the ability to work with a high degree of technical autonomy and would represent the Company in the general industry forum. Around ten years relevant North Sea experience is required.

Senior Interpretation Geophysicist

In this position you will be a senior member of an active North Sea exploration team. Responsibilities include the interpretation of various seismic projects, quality control, supervision of non-operated ventures and evaluation of potential farmins. Ideally you will have had experience of 3D interpretation systems and computer mapping. Five to ten years rounded geophysical experience is required with at least part working in the North Sea.

Computer Applications Geophysicist

Enterprise is an extensive and enthusiastic user of exploration software and has a VAX cluster and several Sun workstations in operation, with plans for expansion. This position is to be the focal point within Exploration for the application of geophysical software. You will be expected to ensure the effective use of the existing packages, working closely with other geoscientists. You will be the main liaison with the Information System Department. The successful candidate will be involved in Exploration computer planning. An intimate knowledge of Landmark, Sattlegger and Zycor would be advantageous. You will work as a member of a small team and would have a geophysical background with a strong aptitude for computers. Around ten years experience is required.

Senior Petrophysicist

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Further details and an application form are available from:-

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The application form, together with curriculum vitae giving details of relevant experience should be returned to the address shown by 5.00pm on Thursday 12th March, 1992.

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Paths from the plateau

Managers who stagnate should re-assess their careers, writes Desmond Dearlove

Career plateau is a term that has been coined to describe the point at which managers find they can go no further in an organisation. Stripped of the incentive of promotion, they can easily become demotivated, experiencing not only a decline in performance, but also a sharp fall in self-esteem.

Alternatively, by refusing to accept that their careers have peaked, they may try to undermine the authority of those above them or develop the destructive characteristics of a workaholic.

Yet, in spite of today's emphasis on self-development and career diagnosis, for many managers career plateauing remains a serious cause of frustration because neither they nor their organisations see the problem until it is acute.

In 1985, a report by the Sundridge Park Management Centre, in Bromley, southeast London, showed that in some large organisations half of all managers had plateaued.

There is no reason to think that the phenomenon has since gone away. The trend towards flatter, less hierarchical organisations suggests that in future there will be fewer opportunities for vertical promotion and that a growing number of managers will hit the plateau earlier in their careers.

Hank B. Karp, an organisational psychologist at the Personnel Systems consultancy in Virginia Beach, Virginia, claims that in the United States the pressures of foreign competition, a rise in merger and takeover activity and the demographic bulge attributed to the baby boomers of the 1960s have already led to an increase in career plateauing among middle managers.

However, plateauing, he says, does not have to be a problem. It becomes a problem only when its symptoms are ignored. Yet for those who know what to look for, plateauing is easy to spot.

Plateaued managers, the experts say, are likely to include:

- Those who have not been pro-



Taking the lead: older managers who have plateaued should redefine their role in the organisation, Carole Pemberton says

moted in the previous seven years, or have been passed over more than once.

- Those for whom work assignments have become routine and who suddenly prefer to be anywhere except the office.

- Those who find that their performance has slipped and that they are less concerned than they used to be about wastage at work and ensuring that tasks are completed on time.

- Those who are considering looking elsewhere for a job because their loyalty to the organisation and their image of themselves within it have fallen.

Other indicators are chronic lateness and absenteeism in formerly conscientious individuals.

Too many managers, however, do not realise that they are plateauing, Mr Karp says, and receive no help from the organisation that employs them. Left to their own devices they react in one of four ways. On the positive side, "immune" managers have no desire for promotion and continue to find work challenging even when their careers reach a plateau.

Professor Andrew Souerwine, at the University of Connecticut, says plateaued managers who feel trapped by their own inertia can also be disruptive to the performance of others within the organisation.

"Their frustration makes them a real nuisance if they start using their creativity to try to become more powerful than the position allows," Professor Souerwine says.

"In one case an individual who felt his job was beneath his ability began testing his boss, whom he saw as less able than himself. His motivation became, 'How high

"Adapters" understand plateauing and try to adopt a positive attitude to work that does not revolve around the next job promotion.

Problems occur with "internalisers", who equate promotion with self-worth, and "denying" managers, who refuse to accept that there is no room for advancement, believing instead that if they work longer and harder then promotion will follow.

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"Their frustration makes them a real nuisance if they start using their creativity to try to become more powerful than the position allows," Professor Souerwine says.

"In one case an individual who felt his job was beneath his ability began testing his boss, whom he saw as less able than himself. His motivation became, 'How high

can I get my boss to jump today?'" Most damaging of all, says Carole Pemberton, a research consultant at Sundridge Park, is the belief among managers that the level they have reached defines their ability. It is the connection between plateauing and competence that she challenges.

She says: "It is important to look at whether an individual is plateaued in terms of ability or because of the structure of the organisation. A lack of promotion opportunities can too easily be confused with a lack of ability, so that organisations start to see individuals as finished when all that has happened is that the number of rungs on the ladder have run out."

So what should you do if you suspect that your career has plateaued? Ms Pemberton, who introduced the "Reaping the Rewards of Experience" programme at Sundridge Park this year, suggests that older managers should take the lead in redefining their role within the organisation.

As a starting point she advocates a career audit to rediscover skills that may have been forgotten and to recognise the assets that experience bestows. "These individuals still have a lot to offer," she says.

"They should take stock of their careers and look at the direction in which the organisation is moving. They may then have to take more control by identifying projects that their experience equips them to do, or by selling the organisation about ways in which their skills can be better used."

Other suggestions from the experts include:

- Ask your boss to be frank about your promotion prospects and discuss your own aspirations. Perhaps you are impatient for advancement or have found a niche that suits you.

- Consider ways to make yourself more attractive to the organisation, by adding to your qualifications, for example.

- Work with your boss to find new challenges outside work, through horizontal transfer or by secondment within the organisation.

- Re-assess the organisation to check that you are being realistic about your career goals.

The most important thing in redundancy counselling is to get the partner's support and understanding, says Terry Lyons, the chairman of the Institute of Personnel Managers' national forum on outplacement.

Mr Lyons, a director of Hurst Associates (Europe), an

outplacement consultancy, says: "It is vital to explain to the partner what is happening, and to give him or her an opportunity to talk about any strains on the family. We invite the couple to attend a counselling session together so that we can discuss ways in which the wife, or husband, can help."

Sometimes, as Mr Lyons points out, just an hour's counselling can be beneficial.

What help is there for employees of the 500 businesses that go into liquidation every week?

Zelda West-Meads, a counsellor with Relate, the family guidance organisation, sees more and more marital problems caused by redundancy. "Often a couple have rows about something that seems mundane," Ms West-Meads says. "But they are symptomatic of underlying depression at being unemployed. Children are also affected because of the worries over money. Relate provides a forum in which a couple can talk about their problems and face them together."

Unemployment is a family affair

Unemployment is a family affair

LIKE a bullet, redundancy may not cause much external damage, but the unseen effects can be devastating. One lost job can mean several shattered lives — those of the employee, partner and children.

Enlightened organisations now know that a person faced with redundancy needs professional support and advice. Few realise that the partner is also in need of help.

Often a partner will react more emotionally than the employee. This protective instinct can cause resentment against the company.

John Ogden, a director of DPS Consultants, an outplacement firm, says: "During redundancy a couple are going through a traumatic period, yet the partner's needs and anxieties are usually ignored."

When Mrs

Gwen Palmer was asked to accompany her husband, Sidney, on a three-day DPS seminar in Kent, she thought it was a chance for some sightseeing. However, the seminar was aimed at partners, as well as those made redundant.

"We were told where to go for financial advice," Mrs Palmer says, "and told the importance of keeping healthy and being well turned out for interviews. My husband had worked for the Royal Mail for 25 years, so the prospect of having to sell himself to somebody new was daunting. We were shown positive steps we could take to help him."

"Being married so long means we work as a team, and, having both attended the seminars, we could discuss issues together."

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Anger after losing a job is a part of the recovery

rum in which a couple can talk about their problems and face them together."

Dr Les Brindle, an occupational psychologist, says communication within the family is vital when a person has been made redundant.

Anger and resentment at losing a job, he says, is a natural part of the recovery process. He advises redundant people and their families to combat stress by finding time to relax.

How should you release the anger? Go into a room, Dr Brindle says, shut the door and scream loudly. It is cheaper than a counselling session.

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- 5.55 Laurel and Hardy. Cartoon (618910)
- 7.00 The Crystal Maze. Six new contestants volunteer for the new television playground game, presented by Richard O'Brien (96552)
- 7.00 Channel 4 News with Jon Snow and Zeinab Badawi. (Teletext) Weather (75391) 7.50 Comment (95681)
- 8.00 Free for All. Jill Peacock, the Scottish stand-up comic, tries to discover the true nature of Scottish identity. Acdle Gerrie, the comedy author, discusses the cuts in council school library services; and Terry, a London beggar, questions attitudes to begging (598)
- 8.30 Vic Reeves Big Night Out. Comedy sketches (r) (s) (2594)



Artificial intelligence: Chris Barrie and Jane Horrocks (9.00pm)

8.00 **L.A. LAIVE:** A new series of *L.A. Live* gets to a cracking start with the practice session from disillusion and back in business tackling some absorbing courtroom cases. One of these has Rollins, the coloured attorney, shamelessly telling his feelings and prejudices about the way as he defends a young black driver who refused to stop his police. In the end, the story turns out to really hold the interest. Ed Wallach, whom western fans will remember as the "ugly" in *The Good, the Bad and the Ugly*, plays Judge Adam Blum, an eccentric old dodderer whose competence becomes questionable. "Let me sit it windmills a little bit longer," he pleads at the end of a previous episode. "I'll be back, I'll go." Not surprising he is over-ruled. (Arcade) 35 (1575)

10.00 **News at Ten** with (Clarissa) Stewart and Trevor McDonald. (Arcade) Weather (62407) 10.30 **Thames News** (218489)

10.40 **Prisoner: Cell Block H.** Australian drama serial (770049)

11.30 **01.** Includes a review of the film *Prince of Tides* and an interview with the male lead. (Arcade)

12.00 **A Problem in Mind.** Counseling advice (10112)

12.30am **Alfred Hitchcock Presents: Mirror, Mirror.** A woman prays on her unstable identical sister (91599)

1.00 **Films: 12 P.M.** (1969) starring Orson Welles, Sharon Tate and Vittorio Gassman. Comedy about a New York-based Italian barber who travels to England to claim an antique chair loaned to him by an eccentric aunt. Directed by Nicolas Gessner (10044)

3.00 **The Truth About Women.** Eve Pollard, Teresa Gorman, Margaret Forster and Lynda La Plante discusses the menopause (30792)

3.30 **Murphy's Law.** Comedy drama series starring George Segal as an insurance investigator (7) (28421)

4.30 **News at Ten** with (Clarissa) Stewart. 5.00 **Video: Endings** (7) (56402)

5.30 **ITN Morning News** with (Phil) Norton (11941). Ends at 6.00

Avoiding the resurgence of intolerant nationalism (9.00pm)

9.00 The Germans: The Next Generation.
● **CHOICE:** The last programme in this consistently unemotional series looks to the future and the country's mixed reaction to the demise of communism. On the one hand there is relief, but there is also concern about the increasing numbers of eastern European refugees. "They are going to be a big problem for television, cars, all the things we have spent years grafting for," says one teenager who fears a growth in neo-Naziism borne of resentment. But Germany is well aware of such dangers. Schools, universities and the new military are working hard to ensure that patriotism never turns into nationalism. "We are talking, after all, of a country where even the celebrations for the 1950 World Cup prompted paranoid headlines such as: "Football madness, a reminder of Nazi rallies." (Televised) (8) (9117)

10.00 The Charles Addams episode five of the six-part drama serial set in Sydney current during the 1960s, starring Brenda Fricker.
(Televised) (8) (178862)

11.05 Just For Laughs. Clive Anderson introduces more acts from the Montreal Comedy Festival (530730)

11.40 The New Russians. The first of a ten part series on the development of music in Russia. This programme is devoted to the voices of Russian New Music (930052)

12.10am Late Night Lovin' Bingo, Bridsmaids and Brocs.
Austin and Ann-Marie present the film of the lives of three working-class Adelaide women (357247)

1.55 The West-Asian police drama series (528167). Ends at 2.20

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Soap (642136) (65895)

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RADIO 3

<p>6.55am Weather; News Headlines 7.00 Morning Concert: Maria Las Folies d'Espagne; Henning Scholtenberg, oboe; Rolf Koenen, harpsichord; Johannes Fink, viola da gamba; Sola Soriano to 10 in 3 minor: Virginia Black (harpsichord)</p> <p>7.30 News</p> <p>7.35 Morning Concert (cont.) Rosini (Overture, Semiramide; NPO under Riccardo Chailly; Felick (Symphonic Variations; Concertgebouw Orchestra under Jurjo Schenck; Debussy (Liberal; Montresor SO under Dutoit)</p> <p>8.30 News</p> <p>8.35 Composers of the Week: J.S. Bach, Cantata No 147,</p>	<p>Beethoven (Piano Sonata in C; Op.55, Waldstein); Prokofiev (Violins fugitives, Op.22)</p> <p>2.00 News</p> <p>2.05 Sunday Orchestra: BBC Singers under Ronald Corp with Patricia Wright and the Choir of King's College, Durham: William, soprano; Deborah Miller-Johnson, mezzo-soprano; Neil Macpherson, tenor; Brindley Everett, bass; Rolf Benedict, viola, perform Vaughan Williams (Overture, The Wasps; Bridge (Three Tagore Songs); Vaughan Williams (Suite, Five Campl;: Bridge (Summer's Last Days, Innoh; Holst (Rhapsody in Light); Vaughan Williams (The Running Sail)</p> <p>3.25 Julian Bream and John Williams play music for two</p>
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(a) Stereo on FM
5.55am *Early Morning Forecast 5.00*
News Briefing, until 6.03
6.03am *Weather 6.10 Farming Today 6.15*
6.15-6.30am *Today's Top 100 Today, incl 6.30, 7.00, 7.30, 8.00, 8.30* *News 6.55, 7.55, 8.55*
Weather 7.20, 8.20 Sport 8.45
Today's Top 100 in Parliament 8.55
Weather
9.00am *News*
9.05am *Today's Facts, with John Waia (r)*
9.30 *Two People: Colin Semper takes a trip to two people who arrived at different destinations when confronted by the same dilemma. Could Ann Greenham and Elaine Corcoran forgive the drunken drivers who had killed both their sons in a motor road crash?*
10.00-10.30am *Charity Ends at Home (FM only)* *The first of a series of short dramatizations, the case of Colin Watson's Floodbought Chronicles (a)*
10.00-10.30 *News*
10.35am *An Act of Worship (LW only)*
10.15 *The Bible (LW only): Isiah. David Noel reads the first of 16 stories*
10.30 *Woman's Hour: Jenni Murray talks to the abstract painter Jennifer Durrant. Incl. 11.00 News*
11.30 *From Our Own Correspondent*
12.00 *News*
12.05pm *You and Yours*
12.25pm *Book to Square One: Chris Serle shares a quiz that delves into the origins of words and phrases 12.55*
Weather
1.00 *The World at One*
1.40 *The Archers (r) LSS Shipping*
2.00 *News, Today (LW only)*
Koala: A play by Colin Douglas. Mr Bell (Paul English) teaches his class about the Great Koala. One day in the classroom, the Suzie crisis looms (a) (r)
2.40 *Down Your Way (FM only) (r)*
3.40 *Today's Top 100 Playlist (a)*
3.55pm *News, with Simon Ras (a)*
3.50 *News: Prime Minister's Questions (LW only)*
4.05 *Kateleidoscope (a) in Glasgow as the Citizens Theatre opens its new three-theatre complex: the touring production of Anne Kenanise; and The Faber Book of Soccer (a)*
4.45 *Short Story: On the Market, by Brian Laydon. (r)*
5.00 *PM 5.00. Reading Forecast 5.55*
5.55 *Today's Top 100 News*
6.30 *The Blackburn Flies: A Case of Hearts and Flowers. Private detective Stephen Blackburn investigates the theft of his brother-in-law's (a) (r) (a)*
7.00 *News 7.05 The Archers 7.20*
7.20 *Soundsack (FM only): Bouncing Back*
7.30 *10.00: Some pub and club bouncers in Derby go back to school and take account of failure means that they will not be licensed by the city's pub-watch body, and they would look for jobs. Derby is the first city to try to create these new-style bouncers. They prefer to be called door supervisors, and they do not conform to the popular image of the human who punches and intimidates customers first and asks questions afterwards. Nick Blackburn might list at a typical event at the end of a course that has covered everything from first-aid and first-aiders to dealing with difficult women (a)*
7.30 *Woman's Hour (LW only) (r)*
8.00 *Analysis: An Unnatural Progress? Peter Hain considers the prospects for coalition government in Britain*
8.45 *Top Four Green Fields: Connaught - The novelist Joseph Hone talks about life in Ireland*
9.00 *Does He Take Sugar? Margaret for disabled listeners*
9.30 *Kateleidoscope (a) (r)*
9.45 *The Financial World Tonight (a) (r) 9.55*
10.00 *The World Tonight (a)*
10.45 *A Book at Bedtime: The Birdfold House. Memories of a Persian childhood in Iran read by Shushti Guppy (a) (10x)*
11.00 *Wild Handed: Third of a five-part dramatization of Jack Francis's novel (a) (r)*
11.30 *Today in Parliament*
12.00 *News, with Simon Ras 12.37*
12.00 *Weather 12.38 Shipping 12.43*
World Service (LW only)

Bryden, see
counterparts

Bryden, soprano, Drew Thomas, counter-tenor, Jeffrey Thomas, tenor, Jim Oswald, bass. *Concerto for BWV 1012 (Arcangelo, Bystrak, Oslo)*

9.35 Morning Sequence: Tartini
(Sonata in G minor, The Devil's Trill. Dmitry Sitkovetsky, violin, Bruno Cannio, piano). *Brachyons (Variations on a Theme of Stravinsky)*. Book One: Allan Segamin, Book One: Allan Segamin, piano; Paganini, arr. Krestler (Violin Concerto No 1 in D – first movement). Fritz Kresler; Philadelphia Orchestra under Eugene Ormandy. *Lehr! Lehr! Lehr! Gern hab' ich die Frau'n gekostet, Paganini, German Artists. Theatre Orchestra under Ernst von Schuch, conductor. Tartini: Brachyons (Variations on a Theme of Paganini). Book Two: Allan Sternfield, piano; Berlioz: Harold in Italy; under: Central SO under Charles Dunstun Pinches. Zukerman, viola)*

11.35 BBC Welsh Symphony Orchestra under Grant Llewellyn performs: Brachyons (Symphony No 48 in F minor, La Passionale); William Methrick (Cboe Concerto David Cowley; Stravinsky: La Belle de Bo)

1.00pm News

1.05 British Lunchtime Concert: Live from St George's

2.00pm News

2.05 Shoroun Ensemble of Berlin performs Mozart (Quintet); Movement in B flat for clarinet and piano; K 517; Berlin; Müller-Siemens (Ocler); Schubert (Ocler in F, D 803)

2.30 Mainly for Pleasures, with Barry Beebe

7.00 News

7.05 Third Earl: The conductor Richard Hickox talks to Michael Hall

7.30 Festival of St Hedwig's Cathedral Choir, Berlin; Berlin RSO under Roland Seeler perform Louie Spota's opera in two acts. *Diebstich Fischchen-Dieskau, baritone, as Faust; and Harold Stravinsky, bass, as Mephistopheles*

9.30 Music for Four Churches: The St Albans Cathedral Choir perform Albion, arr. Thilde Glinfote a 5 in G minor, Op 2 No 6; Yvonne Desportes (French Suite); William Bilezard (Behind the Wheel – Jazz Suite)

10.00 Music in Our Time: London Sinfonietta Voices; London Sinfonietta under Elgar Howarth perform Elgar Kings of Rome (Scene); David Müller-Siemens (Tome-Bedlam)

10.30 Cool and Crazy: The American composer and pianist composer Sherry Rogers talks to Allyn Shapiro (i)

11.30 News

FREQUENCIES: Radio 1: 1053kHz/265m; 1089kHz/275m; FM 87.8-99.8. Radio 2: FM 88-90.2. Radio 3: 1215kHz/ 247m; FM 90.2-92.4. Radio 4: 1980kHz/1515m; FM 82.4-84.6. Radio 5: 630kHz/433m; 809kHz/330m. LBC: 1152kHz/261m; FM 97.3. Capital: 1548kHz/194m; FM 95.8. GLR: 1458kHz/206m; FM 94.9. World Service: MW 648kHz/463m.